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CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

≡ Notice...

AGENDA

≡ CLOSED SESSION

BOARD OF TRUSTEES OF THE SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

GOUGH STREET CAMPUS
AUDITORIUM
33 GOUGH STREET
SAN FRANCISCO
Thursday, January 27, 2005
5:00 P.M.

DOCUMENTS DEPT.

JAN 26 2005

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I. OPEN SESSION

Announcement of Closed Session Topics

II. CLOSED SESSION

A. CONFERENCE WITH REAL PROPERTY NEGOTIATORS (G.C. 54956.8)

Property:	Lot 9 & 10, Block 195 San Francisco, Ca.
Agency Negotiator:	Peter Goldstein
Negotiating parties	Pius Lee
Under Negotiation:	Price and terms of payment

B. CONFERENCE WITH LEGAL COUNSEL-EXISTING LITIGATION (G. C. 54956.9) (a))

1. Ahuruonye v. SFCCD et al.
San Francisco Superior Court Case # CGC-03-423790
2. Balistreri v. City College of San Francisco et al.
San Francisco Superior Court Case # CGC-02-411805
3. EEOC Charge # 370-2004-02781

C. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION (G.C. 54956.9)

Significant exposure to litigation pursuant to Gov. Code 54956.9 (b) – three cases

Initiation of litigation pursuant to Gov. Code 54956.9 (c) – one case

BOARD OF TRUSTEES

LAWRENCE WONG, ESQ., PRESIDENT • MILTON MARKS III, VICE PRESIDENT • DR. NATALIE BERG
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DR. PHILIP R. DAY, JR., CHANCELLOR

D. PUBLIC EMPLOYEE PERFORMANCE EVALUATION

1. Counselor – Mental Health
2. Librarian (Public Services/ Campuses)

E. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

F. CONFERENCE WITH LABOR NEGOTIATORS (G.C. 54957.6)

1. Agency Designated Representatives: Jeffrey Sloan, Emily Prescott, Steve Hale, and Charles Sakai

Employee Organizations: Service Employees International Union (SEIU) 790, American Federation of Teachers (AFT) 2121, Department Chairperson Council (DCC), and San Francisco Building and Construction Trade Council Unions (SFBCTCU)

2. Agency Designated Representatives: Jeffrey Sloan, Emily Prescott, Steve Hale, and Charles Sakai

Unrepresented Employees: Stationary Engineers, District Designated Managers, Employee Relations Manager, Supervisors, and Confidential Classifications.

III. OPEN SESSION

Disclosure of Board actions from Closed Session, pursuant to Government Code 54957.1

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.



CITY COLLEGE OF SAN FRANCISCO

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NOTICE

REGULAR MEETINGS

THE

BOARD OF TRUSTEES

DOCUMENTS DEPT.

JAN 26 2005

SAN FRANCISCO
PUBLIC LIBRARY

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

01-26-05A11:44 RCVD

LOCATION: GOUGH STREET CAMPUS
33 GOUGH STREET
SAN FRANCISCO, CA. 94103
CONFERENCE ROOM

DATE: **THURSDAY, JANUARY 27, 2005**

TIME: **5:00PM**

This meeting is normally devoted to Closed Session Topics.

LOCATION: GOUGH STREET CAMPUS
33 GOUGH STREET
SAN FRANCISCO, CA. 94103
AUDITORIUM

DATE: **THURSDAY, JANUARY 27, 2005**

TIME: **6:00pm**

This meeting is normally devoted to Open Session Topics.

SPECIFIC TIMES SUBJECT TO CHANGE.
Call 241-2234 for information.

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.5

The San Francisco Community College District does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. Persons who wish to request disability-related accommodations including sign-language interpreters should contact Linda R. Jackson, District ADA Coordinator, Office of Affirmative Action, 31 Gough Street, Room 16, San Francisco, CA, 94103, Phone: (415) 241-2281, Fax: (415) 241-2203. Please request accommodations no later than 12 working days prior to the date of the Board meeting in order to assure the best possible arrangements.

BOARD OF TRUSTEES

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DR. PHILIP R. DAY, JR., CHANCELLOR

TO MEMBERS OF THE PUBLIC

The Agenda page and accompanying resolutions have been prepared well in advance of the regularly scheduled meeting of the Board of Trustees of the San Francisco Community College District. Please note that Resolutions are subject to amendment and replacement. Copies of all resolutions and materials associated with the agenda are available for public inspection and review at the Gough Street Campus (33 Gough Street, San Francisco, Ca. 94103) and also available on the District's website (<http://www.ccsf.edu/vcfa>).

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.5.

You should be aware of the following (Government Code § 54954.2):

1. Additional agenda items to be acted upon by the Board may be posted at 33 Gough street and in the lobby of Conlan Hall at the Phelan Campus at least 72 hours in advance of the regularly scheduled Board Meeting. Resolutions may also be available at the time of posting, but if not, such resolutions will be available at the Board Meeting.
2. Additional agenda items and resolutions, although not posted as in paragraph 1 above, may still be acted upon by the board at the regular meeting:
 - a) Upon a determination by a majority vote of the Board that an emergency situation exists, as defined in Government Code § 54956.5. Emergency is defined as work stoppage or other activity which severely impairs public health, safety, or both as determined by a majority of the members of the Board, OR crippling disaster which severely impairs public health, safety or both, as determined by a majority vote of the members of the Board, OR
 - b) Upon a determination by a two-thirds vote of the members of the Board present at the meeting or, if less than two-thirds of the members are present, a unanimous vote of those members present, that there is a need to take immediate action and that the need for action came to the attention of the District subsequent to the agenda being posted 72 hours in advance of the Board Meeting, OR
 - c) The Item was posted 72 hours in advance of a prior meeting of the Board occurring not more than five calendar days prior to the date action is taken on the item, and at the prior meeting the item was continued to the meeting at which action is being taken.

For Members of the Public:

To facilitate the conduct of business at Board meetings, the following information has been taken from the District's Policy Manual concerning the conduct of Board Meetings.

From PM 1.05 A:

The order of business may be revised at any meeting when, in the discretion of the President, such revision will benefit the public and/or order of the meeting.

FROM PM 1.05B:

A member of the public may place an item on the Board agenda for regular meetings if the item relates directly to District business and is a matter of public concern, and if a written request is received in the Chancellor's Office no later than noon three full calendars weeks in advance of a regular Board meeting, and to avoid repetitive additions to the agenda, if the subject matter has not previously been submitted for the agenda within the past three months. In the interest of effective management of meeting time, no person shall place more than two items on any single regular agenda without justifying to the satisfaction of the Chancellor, the necessity of including additional times on that agenda as opposed to later agenda. The Chancellor shall determine whether the specific matter is directly related to the business of the District. Items which have been properly submitted and verified as related to the business of the District will be addressed in the "Requests to Speak" portion of the agenda or otherwise at the conclusion of all other District business on the agenda. The member of the public who properly submits an agenda item will allowed up to three (3) minutes at the meeting to present the information to the Board. Following this presentation, the Board may, but is not required to address the issue, may put the issue on a future agenda for more discussion and possible action, or may refer the issue to the administration.

From PM 1.05 L:

L. Granting the Privilege of the Floor. A person desiring to speak shall be recognized by the Chair only after complying with the following procedures:

For matters appearing on the agenda, an individual desiring to address the Board must complete a "Request to Address Board" card, completing the information thereon including the subject to be addressed. If there is to be a written report presented, a copy(ies) shall be submitted in advance to the Chancellor.

Any person desiring to address the Board on non-agenda items must also complete the "Request to Address Board" card and will be recognized at the end of the agenda. Only items directly related to District business may be presented.

Cards for these purposes are available in the Office of the Chancellor and also at the Board meeting. Completed cards should be presented to the Board President prior to the beginning of the meeting. As a matter of courtesy, the Board encourages people to notify the Chancellor's Office in advance of the Board meeting of their intention to address the Board. Prior to calling for a vote on an item before the Board, the Presiding

Officer shall determine if speaker cards have been submitted for that item. Persons who have submitted cards prior to the consideration of the item shall be called upon by the Presiding Officer. Persons who address the Board may address only the agenda item being considered and shall have up to three minutes for comments. Should another person who has submitted a request to speak card in advance of consideration of the item wish to forego speaking on that item, he or she may grant his or her speaking time to another speaker who has also submitted a request to speak card, but in no event shall any speaker have more than two allotments (totaling up to six minutes) of speaker time on any item. However, in order to facilitate the completion of District business, the Presiding Officer may also limit the total length of time allotted to the speakers on a given topic or agenda item which may reduce the individual speaker's time on that topic or item. Speaking too long, being unduly repetitious, or discussing irrelevancies disrupt the meeting, and may result in the forfeiture of speaking opportunities during that meeting.

The President of the Board reserves the right of determining the order of the speakers and changing the order of the agenda if it will be of benefit to the public and/or the order of the meeting.

Undue interruptions or other interference's with the orderly conduct of Board business cannot be allowed. Defamatory or abusive personal remarks, which disturb or impede the meeting or exceed the bounds of civility necessary to the conduct of District business, are always out of order. However, the Board shall not prohibit public criticism of the policies, procedures, programs, or services of the District, or of the acts or omissions of the Board.

The President may terminate the speaker's privilege of address if after being called to order, he or she persists in improper conduct or remarks, or if the speaker fails to speak on the subject matter for which the privilege of the floor was granted.

No oral presentation shall include charges or complaints against any employee of the Board, or otherwise present information, which does not relate directly to the topic at hand or which disrupts or impedes the meeting. All formal charges or complaints against an employee, for which a specific grievance or complaint process is not otherwise available, shall be in writing and signed by the person making the charge and shall be filed with the Chancellor who shall, after investigation, take or recommend appropriate action. There shall be no oral presentation or discussion of confidential formal charges or complaints in open public meetings of the Board on non-agenda items or unless otherwise required by law.

Comments or presentations made by members of the public to the Board do not necessarily reflect the opinion of the Board or of its individual members, nor does the Board necessarily endorse or sanction such comments or presentations. Persons who address the Board on matters of their choosing are solely responsible for the content of such comments or presentations.

**Annual Organizational Meeting and
Regular Meeting of the
Board of Trustees of the
San Francisco Community College District
City College of San Francisco
GOUGH STREET CAMPUS
AUDITORIUM**

**33 Gough Avenue, San Francisco
Thursday, January 27, 2005**

Open Session - 6:00 p.m.

- I. Roll Call
- II. Pledge of Allegiance
- III. Approval of Minutes
 - Regular Meeting Minutes – December 16, 2004
- IV. Adoption of Resolutions Agenda
- V. Approval of Consent Agenda Items as Listed
- VI. Special Presentations: Presentation to Classified Employee
- VII. Report from Constituent Groups
 - Academic Senate - Fred Teti, President
 - Associated Students-Marlene Dugyawi, President – Ocean Avenue Campus
 - Classified Senate - Rose Vela, President
- VIII. Monthly Financial Report – James Kendrix & Peter Goldstein
- IX. Action on Other Resolutions Agenda Items
- X. Election of Officers of the Board
 - President
 - Vice President
- XI. Board of Trustees' Reports

- XII. Chancellor and Staff Reports
- XIII. Closed Session Announcements - Legal Counsel Ronald Lee
- XIV. Requests to Speak
- XV. Adjournment
- XVI. SFCCD Financing Corporation Annual Meeting
 - Call to Order
 - Acknowledgement of Officers
 - Public comments

FINANCE

GENERAL FUND

- B1 - Review and Acceptance of the 2003-04 Annual Audit

CAPITAL OUTLAY

- | | | | |
|----|---|--|----|
| B2 | - | Authorization to Award Licensed Professional Engineering Services Contract for \$75,000 – Security, Communications and Similar Systems Consulting Services Teecom Design Group (SBE) | c* |
| B3 | - | Authorization for Fourteen (14) Contract Modifications for Special Services Contracts and Construction Contracts. | c* |
| B4 | - | Authorization to Award Professional Services Contract for \$75,000 –Olivia Chen Consultants | c* |
| B5 | - | Authorization to Award Professional Services Contract –SOHA for a cost not to exceed \$60,000 for the period January 28, 2005 through April 30, 2006 | c* |
| B6 | - | Authorization to approve a construction change order(s) to Phoenix Electric Company which causes the total of all change orders to exceed 10% of the original contract price Phelan Avenue Signalized Parking Lot | c* |
| B7 | - | Authorization to approve a construction contract, engaging Cupertino Electric, Inc. to provide an underground duct bank required by PG&E to bring new primary electrical service to the John Adams Gymnasium Remodel Project | c* |
| B8 | - | Authorization to Award Construction Contract - Cloud Hall Fire Alarm System Upgrade | c* |

GRANTS/CONTRACTS

- B9 - Authorization to modify existing Grants/Contracts

- B10 - Approval of Training Contract Amendment with San Francisco Public Utilities Commission for a new amount not to exceed \$89,815; and Specialized Services contract with Nancy Crane for an amount not to exceed \$69,350.

EQUIPMENT/SUPPLIES AND SERVICES

- C1 - Procurement of Equipment, Supplies, Services, Etc., less than \$3,000
- C2 - Procurement of Equipment, Supplies, Services, Etc., more than \$3,000
- C4 - Disposal of Equipment *c

HUMAN RESOURCES

- G1-8 - Academic Employees, Credit Program, District Funded *c
- H1-3 - Academic Employees, Credit Program, Categorically Funded *c
- N1 - Academic Employees (Faculty) Community Services Classes City College of San Francisco *c

SPECIAL

- S1 - Recommend Adoption of an Amendment to the Collective Bargaining Agreement between the District and Service Employees International Union Local 790 providing for a Disability Insurance Benefit Plan for Bargaining Unit Employees in lieu of State Disability Insurance ("SDI") *c
- S2 - Recommend Adoption of a Disability Insurance Benefit Plan for Unrepresented Classified Management, Supervisory, and Confidential Employees for the final six months of Fiscal Year 2004-2005 (January 1, 2005 – June 30, 2005) and for Fiscal Year 2005-2006 in lieu of State Disability Insurance *c
- S3 - Recommend Adoption of a Disability Insurance Benefit Plan for Unrepresented Classified Building Trades Supervisory and Building Trades Employees for the final six months of Fiscal Year 2004-2005 (January 1, 2005 – June 30, 2005) and for Fiscal Year 2005-2006 in lieu of State Disability Insurance *c
- S4 - Approval to increase fees for GED testing from \$52.50 to \$75
- S5 - Authorization to enter into a Project Labor Agreement
- S6 - Approval of 2005-2006 Annual Plan *c

- S7 - Adopting Additional Recommendations from the District's Public Meeting/Public Records Advisory Committee; Adopting Recommendations Resulting from Joint Meetings of the Board of Trustees of the SFCCD and the Sunshine Ordinance Task Force of the City & County of San Francisco; Directing the Chancellor to Implement the Recommendations.
- S8 - Board of Trustee travel to AACC/ACCT Conference in Washington, D.C., February 14th-16th, 2005. *c

INFORMATION ONLY

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.5.

Next Board Meeting Date: February 24, 2005
CHINATOWN/NORTHBEACH CAMPUS
940 FILBERT STREET, San Francisco



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

Date: January 27, 2004

B1

To: Board of Trustees

From: Dr. Philip R. Day, Jr., Chancellor

**Subject: GENERAL FUND
Review and Acceptance for the 2003-04 Annual Audit
(Resolution No. 050127-B1)**

BACKGROUND INFORMATION:

Education Code Section 84040 reads in part as follows: "(b) The governing board of each community college district shall provide for an annual audit of all funds, books and accounts of the district in accordance with regulations of the board of governors."

Section 13e of the U.S. Office of Management and Budget Circular A-128, Audits of State and Local Governments, also requires that the audit report be made available by the State or local government for public inspection within thirty days after the completion of the audit.

The auditors have now completed their examination and the results are contained in "San Francisco Community College District, Auditor's Report for the year ended June 30, 2004". A copy has been sent to each member of the Board of Trustees and a copy has been filed with the Secretary of the Board of Trustees.

Title 5, California Code of Regulations, Section 59104 requires each community college district governing board to review the annual audit at a public meeting.

SHARED GOVERNANCE REVIEW:

Yes _____; No x _____; If yes, which committee: _____
Date of review: _____

(A negative response indicates that a review is not necessary)

01/27/05 – B1 page 1

BOARD OF TRUSTEES

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DR. PHILIP R. DAY, JR., CHANCELLOR

001

RECOMMENDATION:

RESOLVED: That the annual audit of the SFCCD for the Fiscal Year 2003-04, as reported in the "San Francisco Community College District, Auditor's Report" a copy of which has been sent to each member of the Board of Trustees and also filed with the Secretary of the Board of Trustees, is hereby reviewed and accepted, and

FURTHER BE IT RESOLVED: That pursuant to Section 13e of the U.S. Office of Management and Budget Circular A-128, a copy of the San Francisco Community College District Auditor's Report for the year ended June 30, 2004 shall be available for public inspection at the SFCCD, District Business Office, 33 Gough Street, San Francisco, California and the City College of San Francisco Library, 50 Phelan Avenue, San Francisco, California.

James Kendrix, Originator



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27, 2005

B2

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY
Authorization to Award Licensed Professional Engineering Services Contract for \$75,000 – Security, Communications and Similar Systems Consulting Services Teecom Design Group (SBE)
(Resolution No. 050127-B2)

BACKGROUND INFORMATION:

Project: Professional Engineering Services on Various Projects

The College used a comprehensive outreach effort to encourage prospective Licensed Professional Engineering firms to respond to the "Request for Qualifications" (RFQ) to provide design services related to security, communications and similar systems. The Request for Qualifications was publicly advertised and posted on the District's website. Two (2) firms submitted responses to the RFQ. Of the two firms, only one firm, Teecom Design Group, was determined to be the most qualified. Teecom Design Group is an SBE and has proposed a subconsultant SBE to provide any necessary electrical engineering. One hundred percent (100%) of the total contract dollars under this authorization will be paid to SBE firms. Teecom Design Group has extensive experience in higher education projects and currently has projects at both Peralta and San Mateo County Community College Districts.

Services provided by the prime consultant and their sub-consultants may include, but are not limited to, engineer of record for security, communication and similar systems. Teecom will provide design services related to security including intrusion alarms and access controls.

These services will be paid with funds from Proposition A 2001 General Obligation Bonds.

SHARED GOVERNANCE REVIEW:

Yes ☐; No ☒; if yes, which committee: _____

01/27/05 -- B2 page 1

BOARD OF TRUSTEES

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DR. PHILIP R. DAY, JR., CHANCELLOR

RECOMMENDATION:

RESOLVED: That authorization be given to contract with Teeecom Design Group from February 1, 2005 through January 31, 2007 to provide the District with security, communications and similar systems design services on various projects at a cost not to exceed \$75,000, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist

DATE: January 27, 2005

TO: Board of Trustees

FROM: Dr. Philip Day, Jr., Chancellor

SUBJECT: CAPITAL OUTLAY

Authorization to change the source of funding for fourteen (14) Contract Modifications \$0 for Special Services Contracts and Construction Contracts
(Resolution No. - 050127-B3)

	ORIGINAL RESOLUTION NUMBER	GRANTOR/ CONTRACTOR	CURRENT CONTRACT AMOUNT	CM #	REQUESTED CONTRACT MODIFICATION AMOUNT	NEW CONTRACT AMOUNT	COMMENTS	Project Budget	Total Project Funds Committed With This Action
A	020228 - B7 Environmental Consultant / Industrial Hygienist	RGA Environmental	\$200,000	2	\$0	\$200,000	Fund remainder of services, \$85,162, with Bond 2001 funds	\$200,000	\$200,000
B	020228 - B7 Environmental Consultant / Industrial Hygienist	IHI Environmental	\$200,000	2	\$0	\$200,000	Fund remainder of services, \$92,588, with Bond 2001 funds	\$200,000	\$200,000
C	020228 - B7 Environmental Consultant / Industrial Hygienist	SCA Environmental	\$200,000	2	\$0	\$200,000	Fund remainder of services, \$36,888, with Bond 2001 funds	\$200,000	\$200,000
D	020228 - B7 Environmental Consultant / Industrial Hygienist	Hazard Management Services	\$200,000	2	\$0	\$200,000	Fund remainder of services, \$57,246, with Bond 2001 funds	\$200,000	\$200,000
E	020124 - B4 Inspector of Record (IOR)	Inspection Services	\$334,000	3	\$0	\$334,000	Fund remainder of services, \$15,889, with Bond 2001 funds	\$334,000	\$334,000
F	020124 - B4 Inspector of Record (IOR)	William Koenig	\$334,000	3	\$0	\$334,000	Fund remainder of services, \$227,325, with Bond 2001 funds	\$334,000	\$334,000
G	020124 - B4 Inspector of Record (IOR)	La Ferra	\$334,000	3	\$0	\$334,000	Fund remainder of services, \$131,779, with Bond 2001 funds	\$334,000	\$334,000

H	020124 - B3 Special Inspection & Testing	Inspection Services	\$317,000	2	\$0	\$317,000	Fund remainder of services, \$151,139, with Bond 2001 funds	\$317,000	\$317,000
I	020124 - B3 Special Inspection & Testing	RES Engineers	\$167,000	1	\$0	\$167,000	Fund remainder of services, \$144,600, with Bond 2001 funds	\$167,000	\$167,000
J	020124 - B3 Special Inspection & Testing	Testing Engineers	\$167,000	1	\$0	\$167,000	Fund remainder of services, \$149,470, with Bond 2001 funds	\$167,000	\$167,000
K	020124 - B3 Special Inspection & Testing	Schonberg Research	\$167,000	1	\$0	\$167,000	Fund remainder of services, \$94,229, with Bond 2001 funds	\$167,000	\$167,000
L	020124 - B3 Special Inspection & Testing	Coverall	\$167,000	1	\$0	\$167,000	Fund remainder of services, \$146,430, with Bond 2001 funds	\$167,000	\$167,000
M	020124 - B3 Special Inspection & Testing	CTS	\$167,000	1	\$0	\$167,000	Fund remainder of services, \$142,558, with Bond 2001 funds	\$167,000	\$167,000
N	020124 - B3 Special Inspection & Testing	Applied Materials	\$167,000	1	\$0	\$167,000	Fund remainder of services, \$145,705, with Bond 2001 funds	\$167,000	\$167,000

RECOMMENDATION:

RESOLVED: That the Board authorizes the specified modifications to the resolutions as indicated in the table, and

FURTHER BE IT RESOLVED: All of the contract modifications contained in this resolution comply with Public Contract Code Section 20659, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ Jim Blomquist



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

Date: January 27, 2005 B4

To: Board of Trustees

From: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY
Authorization to Award Professional Services Contract for
\$75,000 –
Olivia Chen Consultants
(Resolution No. 050127-B4)

BACKGROUND INFORMATION:

The design documents for the New Mission Campus Project are currently being reviewed by the Division of the State Architect (DSA). DSA will issue the building permit for the project. DSA has requested that the design of shoring and underpinning be included in the design documents. This is out of the typical sequence of the design documents process. In order to complete this portion of the design, additional geotechnical investigation is needed. Design services for the New Mission Campus Project have been provided by the team led by Cervantes Design Associates/Kendall Young Associates, a Joint Venture (CDA/KYA). The Board of Trustees authorized augmentation of the District's contract with this consultant team to complete design services for the project in December 2003. Under the design team, the firm of Olivia Chen Consultants prepared a *Geologic Hazards Evaluation and Geotechnical Investigation Report* dated October 2003.

This resolution is an authorization to award a contract directly to Olivia Chen Consultants to complete the additional geotechnical investigation services for this project. Olivia Chen Consultants was selected under a competitive process when the CDA/KYA team was selected.

This contract will be paid with funds from Proposition A 2001 General Obligation Bonds.

RECOMMENDATION:

RESOLVED: That authorization be given for approval to contract with Olivia Chen Consultants for a total contract cost not to exceed \$75,000 for the period January 28, 2005 through December 31, 2005 and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration, and/or their designees are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist

BOARD OF TRUSTEES

LAWRENCE WONG, ESQ., PRESIDENT • MILTON MARKS III, VICE PRESIDENT • DR. NATALIE BERG

JOHN 01/27/05 B4, page 4 DR. ANITA GRIER • JULIO J. RAMOS, ESQ. • RODEL E. RODIS • VERONICA LAWRENCE, STUDENT TRUSTEE

DR. PHILIP R. DAY, JR., CHANCELLOR



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

Date: January 27, 2005

B5

To: Board of Trustees

From: Dr. Philip R. Day, Jr., Chancellor

Subject: **CAPITAL OUTLAY**

**Authorization to Award Professional Services Contract –
SOHA for a cost not to exceed \$60,000 for the period January
28, 2005 through April 30, 2006
(Resolution No. 050127-B5)**

BACKGROUND INFORMATION:

The design documents for the New Mission Campus Project are currently being reviewed by the Division of the State Architect (DSA). DSA will issue the building permit for the project. DSA has requested that the design of shoring and underpinning be included in the design documents. This is out of the typical sequence of the design documents process. Design services for the New Mission Campus Project have been provided by the team led by Cervantes Design Associates/Kendall Young Associates, a Joint Venture (CDA/KYA). The Board of Trustees authorized augmentation of the District's contract with this consultant team to complete design services for the project in December 2003. SOHA is the "Engineer of Record" for the structural design of the project working under the architect.

This resolution is an authorization to award a contract directly to SOHA to complete the shoring and underpinning design and services during construction related to shoring and underpinning for this project. Design of shoring and underpinning is not a service covered under the architect's contract. SOHA was selected under a competitive process when the CDA/KYA team was selected.

This contract will be paid with funds from Proposition A 2001 General Obligation Bonds.

RECOMMENDATION:

RESOLVED: That authorization be given for approval to contract with SOHA for a total contract cost not to exceed \$60,000 for the period January 28, 2005 through April 30, 2006, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration, and/or their designees are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
W/ James Blomquist

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01/27/05 B5 page 1



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27, 2005

B6

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY

Authorization to approve a construction change order(s) to Phoenix Electric Company which causes the total of all change orders to exceed 10% of the original contract price Phelan Avenue Signalized Parking Lot (Resolution No. 050127-B6)

BACKGROUND INFORMATION:

Project: Phelan Avenue Signalized Parking Lot

The Board of Trustees on October 28, 2004 (Resolution 041028-B8) authorized the District to enter into a contract with Phoenix Electric Company (Contractor) in the amount of \$199,701 to furnish and install traffic signals on Phelan Avenue at parking lot entrance. Additionally at that time, the Board authorized the execution of construction change orders in accordance with Public Code 20659, provided that such change orders amounted to no more than a 10% variation from the original contract amount.

The District to date has approved no change orders to the contract. It has become necessary to perform additional work in conjunction with the project, and District staff proposes that a change order be issued to the Contractor to perform additional work. The issuing of this change order would cause the total of all change orders on the Project to exceed ten percent (10%) of the original contract amount.

Issuing this change order to the Contract would lead to a higher quality project; obtain an end result that could cost more under separate contracting; and prevent project delays. This change order includes expedited material procurement, additional road work, relocation of catch basin, and time and material cost to modify elevation points.

California case law, including *Graydon v. Pasadena Redevelopment Agency* (1980) 104 Cal.App.3d 631, states that there are circumstances under which competitive bidding for additional construction work would not be in the public interest and would not be advantageous to the Project: "Where competitive proposals work an incongruity and are unavailing as affecting the final result, or where competitive proposals do not produce any advantage, or where it is practically impossible to obtain what is required and observe such form, competitive bidding is not applicable."

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SHARED GOVERNANCE REVIEW:

Yes ____; No X ; if yes, which committee: _____

Date of Review: _____

(A negative response indicates that a review is not necessary)

RECOMMENDATION:

WHEREAS: In consideration of such facts the Board finds that it would be contrary to the purposes of the competitive bidding laws to advertise and take competitive bids for the work which is the subject of the proposed Change Order. That issuing the proposed Change Order would not constitute an act of favoritism, improvidence or extravagance, fraud or corruption. Issuing the proposed Change Order would prevent the waste of public funds and obtain the best economic result for the public, and

RESOLVED: Authorization to approve a construction change order(s) to Phoenix Electric Company which causes the total of all change orders to exceed 10% of the original contract price Phelan Avenue Signalized Parking Lot, and

FURTHER BE IT RESOLVED: That authorization is hereby given to execute the Change Order in the amount of \$28,373.08 to increase the contract to \$228,074.08, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
W/ Jim Blomquist



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

REQUIRES UNANIMOUS VOTE OF THE BOARD

DATE: January 27, 2005

B7

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY
Authorization to approve a construction contract, engaging Cupertino Electric, Inc. to provide an underground duct bank required by PG&E to bring new primary electrical service to the John Adams Gymnasium Remodel Project
(Resolution No. 050127-B7)

BACKGROUND INFORMATION:

On May 27, 2004, the Board authorized a contract under Board Resolution Number 040527-B3 for the John Adams Campus Gymnasium Phase II Renovation Project. It is now necessary to provide an underground duct bank to provide PG&E electrical service to the gymnasium. This work was not included in the original scope of work by the general contractor.

Due to the specialized nature of the underground work and the importance of accommodating PG&E requirements, informal bids were requested from approved PG&E contractors. The lowest bid was provided by Cupertino Electric, Inc. The contract will be based on a not to exceed price of \$94,057.

Public Contract Code Section 20654. Emergency repair contracts, provides in relevant part as follows:

"In an emergency when any repair, alteration, work, or improvement is necessary to any facility of the college to avoid danger to life or property, the board may by unanimous vote, with the approval of the county superintendent of schools, do the following:

Make a contract in writing or otherwise on behalf of the district for the performance of labor and furnishing of materials or supplies for the purpose without advertising for or inviting bids."

SHARED GOVERNANCE REVIEW:

Yes ____; No X; if yes, which committee: _____

Date of Review: _____

01/27/05 – B7 page 1

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DR. PHILIP R. DAY, JR., CHANCELLOR

RECOMMENDATION:

RESOLVED: Authorization is hereby given to approve a construction contract, engaging Cupertino Electric, Inc. to provide an underground duct bank required by PG&E to bring new primary electrical service to the John Adams Gymnasium Remodel Project in the amount not to exceed \$94,057, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor for Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27, 2005

B8

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY
Authorization to Award Construction Contract -
Cloud Hall Fire Alarm System Upgrade
(Resolution No. 050127-B8)

BACKGROUND INFORMATION:

This project scope of work consists of labor and materials required for installation of new fire alarm panels and input devices to bring the existing fire alarm system up to current codes at Cloud Hall, Ocean Avenue Campus.

The Engineer's construction cost estimate was \$215,000. This project is funded with 1997 and 2001 Proposition A General Obligation Bond funds; Fund No. 420696. There are no bid additive or deductive alternates for this project.

Pursuant to Public Contract Code competitive bidding requirements, the District began legal advertisement on December 6, 2004 for the Cloud Hall Fire Alarm System Upgrade project. Plans were issued to two (2) General Contractors and fifteen (15) plan rooms. At the January 11, 2005 bid opening, only one bid was received. This bid from Technology Engineering & Construction, Inc. has met the goals of the SBE Program and has been deemed fully responsive.

The staff is recommending contract award to Technology Engineering & Construction, Inc., dba TEC Accutite, for the subject project.

SMALL BUSINESS ENTERPRISE (SBE) PARTICIPATION:

This solicitation included a 25% SBE subcontracting goal. The recommended contractor commits to minimum SBE subcontracting participation of 25% throughout the life of the contract, including any additive alternates and change orders, per the Board's SBE policy.

SHARED GOVERNANCE REVIEW:

Yes ☐; No ☒; if yes, which committee: _____

Date of Review: _____

01/27/05- B8 page 1

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RECOMMENDATION:

RESOLVED: That authorization be given to contract with Technology Engineering & Construction, Inc., dba TEC Accutite, for the project: Cloud Hall Fire Alarm System Upgrade, to be completed by May 15, 2005 for the base bid amount of \$298,050, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor for Finance and Administration and/or their designee are hereby authorized to execute change orders in accordance with Public Contract Code 20659, provided that such changes total no more than 10% of the original construction contract, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor for Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist

Date: January 27, 2005

To: Board of Trustees

From: Dr. Philip R. Day, Jr., Chancellor

Subject: GRANTS

Authorization to modify existing Grants/Contracts
(Resolution No. 050127-B9)

<u>ORIGINAL RESOLUTION NUMBER</u>	<u>GRANTOR</u>	<u>CONTRACT DATE</u>	<u>ORIGINAL TOTAL AMOUNT</u>	<u>CHANGE</u>	<u>NEW TOTAL NOT TO EXCEED</u>	<u>COMMENTS; ORIGINATOR</u>
A 041216-B10	Moore Foundation through California Pacific Medical Center	Dec. 1, 2004 – May 31, 2009	\$2,375,038	+\$280,945	\$2,655,983	To include authorized indirect costs in the sub- recipient agreement. Amount to be pro-rated annually. Originator: Linda Squires Grohe

RECOMMENDATION:

RESOLVED: That the Board authorizes the specified amendment to the Resolution as indicated in the table, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration, and/or their designees are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27, 2005

B10

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: CONTRACT/GRANT

Approval of Training Contract Amendment with San Francisco Public Utilities Commission for a new amount not to exceed \$89,815; and Specialized Services contract with Nancy Crane for an amount not to exceed \$69,350.

(Resolution No: 050127-B10)

BACKGROUND INFORMATION:

On December 16, 2004, Office of Contract Education submitted contract information report to the Board for a health and safety training contract with the San Francisco Public Utilities Commission (PUC) for the period of December 1, 2004 to June 30, 2005 for \$48,000. Upon careful review of PUC's training needs, a comprehensive HAZWOPER (Hazardous Waste Operations & Emergency Response Standard) training schedule was developed. Contract Education was able to negotiate an additional contract amount of \$41,815. The new contract amount is \$89,815 for providing a series of HAZWOPER training for the period of January 1, 2005 to June 30, 2005.

Nancy Crane, who is a certified HAZWOPER Trainer, certified Hazardous Material Manager and registered Environmental Assessor, has provided the HAZWOPER training to the PUC for the last five years. Due to her knowledge and qualification in this specialized field and her acquaintance with the PUC's training requirements and procedures, the PUC has specified Nancy Crane as the HAZWOPER Trainer in the contract with Contract Education. Contract Education will receive compensation equal to fifteen percent (15%) of the training cost for providing training coordination and administrative services.

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01/27/05 - B10 Page 1



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

C1

Subject: EQUIPMENT, SUPPLIES & SERVICES
Procurement of Equipment, Supplies, Services, Etc., less than
\$3,000
(Resolution No. 040826-C1)

BACKGROUND INFORMATION:

Listed below is a summary of purchases for equipment, supplies, and services in individual amounts of less than \$3,000. Investigation indicates that they are necessary for the support of District operations, and therefore are recommended for approval by the Board of Trustees. It is certified that the items summarized below are in accord with the Board of Trustees policy and that funds are available to cover payment.

RECOMMENDATION:

RESOLVED: That approval be and is hereby given for the procurement of the equipment, supplies, services, etc., totaling for May \$ 241,660.38, June \$266,928.20 and July \$405,069.09 individual amounts of less than \$3,000 not heretofore approved as summarized and detailed below:

November 2004

Direct Payments	\$ 105,047.75
Purchase Orders	139,771.40
Travel/Mileage	<u>19,075.60</u>
GRAND TOTAL:	\$ 263,894.75

December 2004

Direct Payments	\$ 125,858.33
Purchase Orders	165,615.55
Travel/Mileage	<u>11,349.72</u>
GRAND TOTAL:	\$ 302,823.60

James Kendrix, Originator

01/27/04 – C1 page 1

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017



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

Date: January 27, 2005

C2

To: Board of Trustees

From: Dr. Philip R. Day, Jr., Chancellor

Subject: EQUIPMENT, SUPPLIES & SERVICES
Procurement of Equipment, Supplies,
Services, Etc., more than \$3,000
(Resolution No. 050127-C2)

BACKGROUND INFORMATION:

The following departmental requests for the purchase of supplies, equipment, and services have been received. Investigation indicates that they are necessary for the support of District operations, and therefore are recommended for approval by the Board of Trustees. It is certified that the items summarized below are in accord with the Board of Trustees policy and that funds are available to cover payment.

Please note that some of the items represent significant expenditures but are actual annual payment encumbrances which are dispersed monthly. In some cases, these items are paid in simple annual payment given the terms and the conditions of our vendor contracts. These items are identified for you in the attachment.

RECOMMENDATION:

RESOLVED: That approval be and is hereby given for the procurement of the equipment, supplies, services, as detailed in Attachment "A".

GRAND TOTAL FOR NOVEMBER : \$ 1,781,746.90

GRAND TOTAL FOR DECEMBER : \$ 3,140,246.41

James Kendrix, Originator

01/27/05- C2 page 1

BOARD OF TRUSTEES

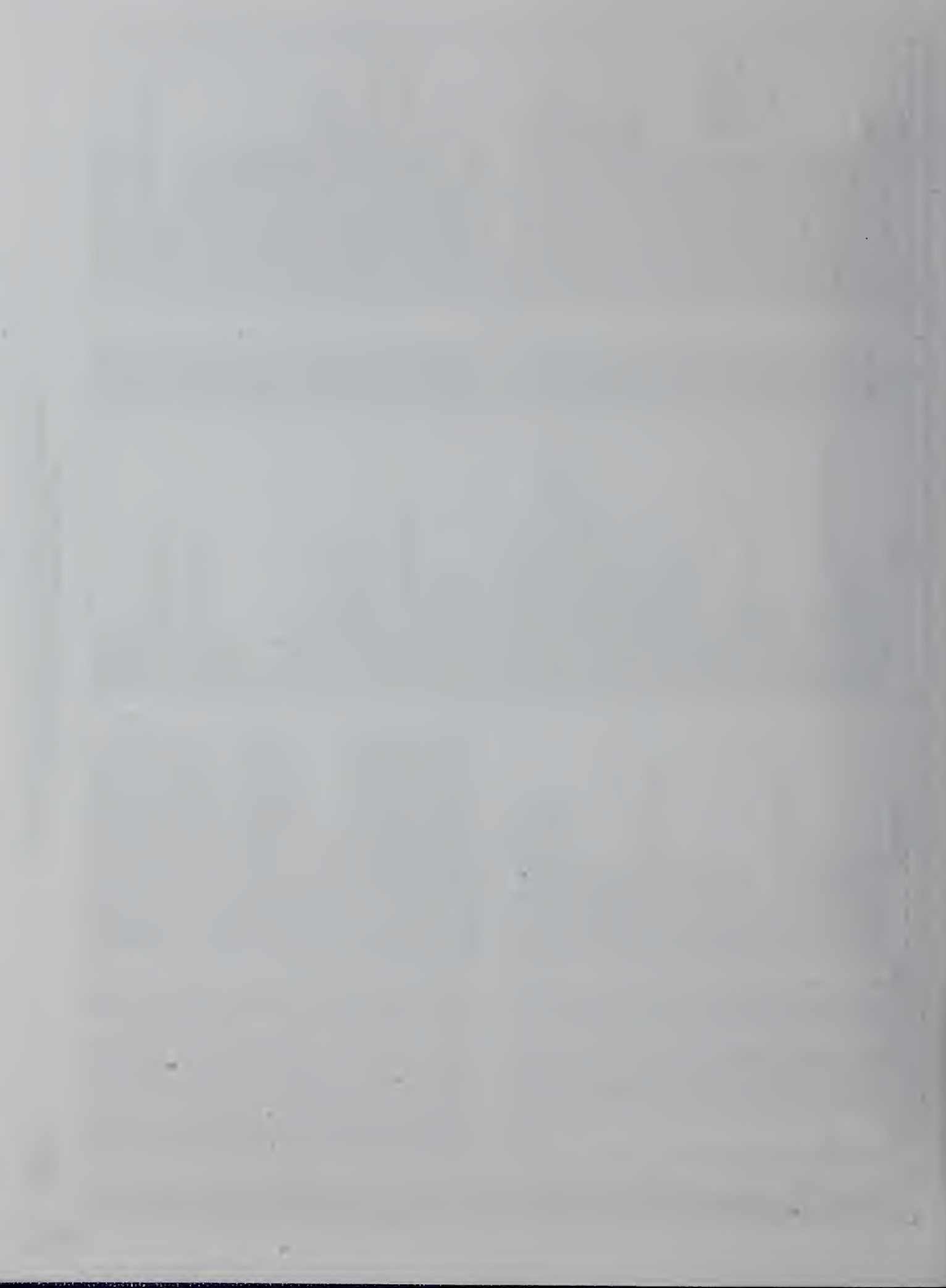
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A	B	C	D	E	F	G	H	I	J	K
1	Fund	Org	Acct	Prog	Act	Department	Vendor	Doc	Amount	Description
2	U	0020	5910	6600	S	Chancellor's Office	Community College League of California	DPC5941	9,000.00	Policy Review Service
3	U	0040	5802	6600	S	Public Information	Viacom Outdoor	POC4429	10,000.00	Print Advertising
4	* U	0050	5190	6600	S	Research and Planning	Rassen E	PSC2246	39,266.00	Other Consulting
5	U	0070	5720	6600	S	General Counsel Office	Renne Sloan Holtzman & Sakai, LLP	DPC3325	48,636.57	Litigation
6	U	0070	5720	6600	S	General Counsel Office	Renne Sloan Holtzman & Sakai, LLP	DPC3327	12,054.36	Litigation
7	U	0070	5720	6600	S	General Counsel Office	Battiste L	DPC3348	3,105.00	Litigation
8	* U	2510	5656	6780	S	ITS-Administration	Expert Network Consultants	TPC3086	25,501.84	Software License Fees
9	U	2520	5910	6780	S	ITS-Administrative Applications	Hewlett-Packard	POC3078	7,812.00	Other Expenses
10	* U	2520	5640	6780	S	ITS-Administrative Applications	Semans Communication, Inc.	TPC3092	8,500.00	Maint & Repair - Non-Equipment
11	U	2550	5640	6780	S	ITS-Networking	Semans Communication, Inc.	DPC3062	6,222.20	Maint & Repair - Non-Equipment
12	U	3569	4303	6770	S	Custodial Services	Aramark Uniform Services, Inc.	POC2391	5,386.31	Other Supplies
13	* U	3569	4303	6770	S	Custodial Services	Grainger	TPC2328	7,500.00	Other Supplies
14	U	4900	5410	6720	S	Central Services	The Hartford	DP97045	5,743.00	Insurance
15	U	4900	5410	6770	S	Central Services	Student Insurance	DPC3256	4,000.00	Insurance
16	* U	4920	5190	6600	S	Contract Compliance	Mason Tillman Associates, Ltd.	TPC1428	60,000.00	Other Consulting
17	* U	7104	5190	6010	S	Dean's Office - Applied Sciences	Asian, Inc.	TPC5707	45,000.00	Career Development
18	+ U	8460	5632	6799	C	Institutional Sup - Mission	Ricoh Business Systems (Savin Corp)	LAC6223	10,871.70	Copier Leases
19	U	9500	5656	6780	S	Instructional Computer Lab	CDW Government, Inc.	POA6524	3,797.50	Software License Fees
20	UPFX	2010	5802	6730	S	Partnership for Excellence	Ad Club Advertising Services	DPC4562	4,023.00	Print Advertising
21	UPFX	2060	4409	6750	S	Partnership for Excellence	Specialty's Cafe and Bakery	DPB9860	5,400.00	staff development expenses
22							Total Unrestricted		321,819.48	
23										
24	* 121196	5153	5802	6020	S	Biolink: NATE-Biotech	Franciscan Communications	TPA9443	6,673.26	Print Advertising
25	121218	7421	5802	6840	S	SJSU/SBDC YR 2004	Fong Brothers Printing, Inc.	POC6351	3,235.48	Print Advertising
26	121250	8180	4303	1500	N	ABE 321/Workforce Investment 04-05	Scanton Corporation	POC5952	4,921.07	Other Supplies
27	121332	0081	5656	6320	C	Year 2/T-3 Strengthening/Dev Program	SARS Software Products Inc	POC3451	6,925.00	Software License Fees
28	121332	0082	6413	6190	C	Year 2/T-3 Strengthening/Dev Program	Pearson Education	POA8841	3,255.00	Add-Computer Equipment
29	121333	0082	5110	6190	C	Year 3/T-3 Strengthening/Dev Program	Kutygina N	PS93447	10,000.00	Guest Lecturer
30	121512	7546	6414	1000	C	VTEA 1C 2004-2005	Audio Graphic Systems	POC0331	4,633.20	Add-Miscellaneous Equipment
31	* 121543	7421	5190	0500	S	Vatea-REEC 04-05	The Pea Press	TPB8612	5,000.00	Other Consulting
32	* 122125	7334	5190	0800	C	CPEC- Teach to Advance SAMS Yr-2	Garcillano V	PSC5709	5,000.00	Other Consulting
33	123109	4049	5350	6460	S	Board of Financial Aid Progrm 04-05	Accurate Mailings, Inc.	POC4439	5,318.95	Postage
34	123109	4049	5802	6460	S	Board of Financial Aid Progrm 04-05	Bayside Printed Products	POC4440	14,362.71	Print Advertising
35	* 123109	4049	5803	6460	S	Board of Financial Aid Progrm 04-05	Comcast	TPC5376	12,638.65	Other Advertising
36	* 123210	7320	5190	6420	C	Disabled Student Excess Cost 04-05	Maloney A	PSB0828	14,500.00	Other Consulting
37	* 123210	7320	5190	6420	C	Disabled Student Excess Cost 04-05	Grossman A	PSC0822	6,500.00	Other Consulting
38	* 123210	7320	5190	6420	C	Disabled Student Excess Cost 04-05	Gubin M	PSC0825	7,200.00	Other Consulting
39	* 123210	7320	5190	6420	C	Disabled Student Excess Cost 04-05	Hinchman E	PSC0831A	17,000.00	Other Consulting
40	* 123210	7320	5190	6420	C	Disabled Student Excess Cost 04-05	Allen P	PSC0843	17,000.00	Other Consulting
41	* 123318	7421	5190	6840	S	Eco-SBDC 04-05 CT#04-311-016	Wright G	PSC1397	5,000.00	Other Consulting
42	* 123318	7421	5190	6480	S	Eco-SBDC 04-05 CT#04-311-016	Ervin G	PSC3158	5,000.00	Other Consulting
43	123841	7538	5190	1000	C	Physical Plant & Inst Support 04-05	ASCAP	DPC6401	4,411.12	Other Consulting
44	123841	7556	4301	4900	C	Physical Plant & Inst Support 04-05	Fong Brothers Printing, Inc.	POB9227	3,437.50	Printing Supplies
45	123841	7734	4303	0800	C	Physical Plant & Inst Support 04-05	T & B Sports	POC4324	3,000.00	Other Supplies
46	123841	7736	5650	0800	C	Physical Plant & Inst Support 04-05	Riddell/All American Sports Corp.	POB3498	4,557.00	Maint & Repair - Equipment
47	123854	9320	6306	6120	C	Inst Equip BlkGnt-One Time	ProQuest Information & Learning Co.	DPB6495	43,518.45	Periodicals
48	* 123854	9320	6302	6120	C	Inst Equip BlkGnt-One Time	Ebsco Subscription Services	TPB6475	8,500.00	Books

	A	B	C	D	E	F	G	H	I	J	K
		Fund	Org	Acct	Prog	Act	Department	Vendor	Doc	Amount	Description
1											
49	*	123854	9320	6302	6120	C	Inst Equip BlkGmt-One Time	The Gale Group	TPB6476	7,000.00	Books
50	*	123857	7161	4402	2100	C	Instr Equip & Mat ongoing 03-05	Butler's Uniform	TPB8120	5,800.00	Uniforms
51	*	125027	0020	7702	6600	C	Lumina-NATN Program Yr1	The RSmart Group	TPC0745A	40,000.00	Subrecipient Cost
52	*	127303	9210	5190	0500	N	SF Airport Comm - 40	Electrical Reliability Services, Inc.	TPC4922	7,780.00	Other Consulting
53		141900	6230	7901	6960		SFCCD Bowl	Pegasus Products Group	POC5274	7,155.74	Supplies - Bowl Game
54	*	213024	7334	5190	2100	N	SF Cares-Wu Yee Services YR2	Cuadra C	PSB0882	5,000.00	Other Consulting
55	*	412161	8057	6201	7100	S	AB1290-Diego Rivera - Olmec Head	Patricia O'Brien Landscape Architect	CTC5113	8,365.00	Planning Costs
56	*	412161	8057	6202	7100	S	AB1290-Diego Rivera - Olmec Head	Atthowe Fine Art Services	CTC5118	14,730.00	Construction in Progress
57	*	412161	8057	6202	7100	S	AB1290-Diego Rivera - Olmec Head	Department of Public Works	DPC5107	13,593.00	Construction in Progress
58	*	42133C	8055	6202	7100	R	Art Building & Horticulture Improve	CDX Builders, Inc	CTA7367E	122,465.00	Construction in Progress
59		42133C	8070	6202	7100		Art Building & Horticulture Improve	Cor-O-Van Moving & Storage Co., Inc.	DPC5128	4,723.23	Construction in Progress
60	*	42174M	8067	6203	7100	A	ADA-Tennis Courts Improvements	Coverall Engineering Laboratories	CTC5115	5,245.51	Project Management
61	*	42187C	8051	6204	7100	R	REN-Batmale Hall APASS	Bayview Environmental Services Inc	CTC4083	8,680.00	Hazardous Materials
62	*	42189M	8053	6203	7100	E	ELEC-Cld&Sci Hll Emrgncy Pwr Genera	Coverall Engineering Laboratories	CTC1935A	8,088.00	Project Management
63		431002	8412	6413	7100		New Mission-Consulting Services	Americal Systems Inc	POC6202	70,625.96	Add-Computer Equipment
64		431002	8412	6413	7100		New Mission-Consulting Services	Americal Systems Inc	POC6204	10,058.94	Add-Computer Equipment
65	*	432001	8710	6202	7100		Seismic Upgrade and Improvements	Leon Construction Company	CTC5122	13,926.67	Construction in Progress
66		432503	8067	6413	7100		E-Mail Upgrade	Tangent	POC3064	22,086.38	Add-Computer Equipment
67		432503	8067	6413	7100		E-Mail Upgrade	Hewlett-Packard Company	POC3073	105,175.56	Add-Computer Equipment
68		432509	8067	6413	7100		Banner Degree Audit	Hewlett-Packard	POC3074	41,691.16	Add-Computer Equipment
69		432605	8610	6411	7100		Ergonomic Equipment	Allsteel c/o Inside Source	POA8945A	79,021.64	Add-Furniture/Fixtures
70		432605	8610	6411	7100		Ergonomic Equipment	Allsteel c/o Inside Source	POA8945B	15,221.81	Add-Furniture/Fixtures
71	*	432681	8067	6203	7100		Districtwide Technology Network	NBH Solutions, LLC	CTB4939	121,600.00	Project Management
72		433004	8062	6203	7100		Science Hall Window Replacement	Division of the State Architect	DPC5148	3,236.94	Project Management
73	*	433016	8084	6202	7100		New Entrance to Reservoir Parking Lot	Phoenix Electric Company	CTC4018	199,701.00	Construction in Progress
74		433016	8084	6202	7100		Traffic signage related to new entrance	Priority Architectural Graphics	DPC4017	3,336.38	Construction in Progress
75		433016	8084	6202	7100		Modify existing PG&E manhole at new entrance	Pacific Gas & Electric Company	DPC5111	3,586.63	Construction in Progress
76	*	433018	8070	6202	7100		Arts Bldg Horticulture & Renovatio	AJS Painting and Decorating	CTC2679	10,300.00	Construction in Progress
77	*	433024	8051	6202	7100		Batmale APASS Program	San Francisco Interiors, Inc.	CTC4084	15,601.00	Construction in Progress
78	*	433024	8051	6202	7100		Batmale APASS Program	Crown Electric, Inc.	CTC5131	5,120.00	Construction in Progress
79		434004	8083	6203	7100		Community Health & Wellness Center	Ford Graphics	DPC5144	11,924.48	Project Management
80	*	434504	8084	6202	7100		Reservior Berm Removal	Proven Management, Inc	CTC1937A	250,000.00	Construction in Progress
81								Total Restricted		1,459,927.42	
82											
83								Total Unrestricted and Restricted		1,781,746.90	

+ equals encumbrances to be paid on a monthly basis
* equals encumbrances to be paid by multiple payments during the fiscal year

	A	B	C	D	E	F	G	H	I	J	K
	Fund	Org	Acct	Prog	Act		Department	Vendor	Doc	Amount	Description
1	U	0020	5202	6600	S		Chancellor's Office	Augustine H	ITC5820	3,123.15	Conference Expenses
2	U	0020	5190	6600	S		Chancellor's Office	Development Institute, Inc.	TPB8204A	225,000.00	To offset annual billing
3	U	0040	5802	6600	S		Public Information	Marco Publishing, Inc	POC7804	6,260.00	Print Advertising
4	U	0040	5802	6600	S		Public Information	SFNA(SF Neighborhood Newspaper Assoc.	POC7805	3,899.00	Print Advertising
5	U	0040	5802	6600	S		Public Information	Design 2 Market	TPC4430	4,492.38	Print Advertising
6	U	0078	5190	6600	S		College Development	Murphy K	PSC1263	60,000.00	Other Consulting
7	U	2520	5212	6780	S		ITS-Administrative Applications	Hewlett-Packard	POC5761	6,460.10	Travel - Local
8	U	3522	5650	6570	S		Utilities	NextiraOne, LLC	TPC2189A	5,000.00	Maint & Repair - Equipment
9	U	3524	4303	6599	S		Other Services	Total Filtration Services, Inc.	TPB8676	3,000.00	Other Supplies
10	U	3542	5640	6550	S		M&R - Buildings	Cypress Security	DPC4859	4,784.00	Maint & Repair - Non-Equipment
11	U	3542	5640	6550	S		M&R - Buildings	Coit Services	DPC4860	5,170.00	Maint & Repair - Non-Equipment
12	U	3542	5640	6550	S		M&R - Buildings	Floorcraft	PO33897	8,788.82	Maint & Repair - Equipment
13	U	3544	5560	6550	S		M&R - Grounds	Fort Mason Foundation	DPC2396	8,780.00	Housekeeping
14	U	3569	4303	6770	S		Custodial Services	Waxie Sanitary Supply	TPC2354	15,000.00	Other Supplies
15	U	4060	4303	6600	C		Outreach & Recruitment Services	CCSF Bookstore	TPC6255	3,415.00	Other Supplies
16	U	4900	5610	6770	S		Central Services	St. Paul's Presbyterian Church	DPC2831	5,500.00	Other Property Leases
17	U	4900	5610	6770	S		Central Services	SFLBTPCC, Inc.	LA94797	16,650.00	Other Property Leases
18	U	4900	5610	6770	S		Central Services	Ebenezer Lutheran Church	LAC2826	5,250.00	Other Property Leases
19	U	4900	5610	6770	S		Central Services	St. Paul's Presbyterian Church	LAC2832	5,500.00	Other Property Leases
20	U	4900	5610	6770	S		Central Services	Episcopal Church of the Incarnation	LAC2835	4,285.00	Other Property Leases
21	U	7742	5130	1200	C		Diagnostic Medical Imaging	Joint Review Committee on Education in	DPC0549	3,000.00	Dues and Memberships
22	U	UPFX	2058	5650	6750	S	Partnership for Excellence	Floorcraft	PO33897	5,409.61	Maint & Repair - Equipment
23	U	611000	9900	5450	6720	S	Workers Compensation	Dept. Of Industrial Relations	TPC4670	15,184.19	Self-Insurance Claims
24	U							Total Unrestricted		423,951.25	
25	U										
26	U										
27	U	121118	7421	5190	6840	S	MOCD/SBDC 04-05	Perry R	PSB8844	4,000.00	Other Consulting
28	U	121250	8180	4102	1500	N	ABE 321/Workforce Investment 04-05	Pearson Education	POC6656	5,142.96	Textbooks
29	U	121250	8180	5656	1500	N	ABE 321/Workforce Investment 04-05	Pearson Education	POC6657	3,255.00	Software License Fees
30	U	121278	7614	4303	1500	N	English Literacy & Civic Ed Gmt Y3	Office Depot Inc.	ODBT243	3,733.17	Other Supplies
31	U	121332	0082	6414	6190	C	Year 2/T-3 Strengthening/Dev Progm	Computerland of Silicon Valley	POC6304	6,798.63	Add-Miscellaneous Equipment
32	U	121332	0083	5190	6600	C	Year 2/T-3 Strengthening/Dev Progm	Sbaratta P	PPC7417	4,000.00	Other Consulting
33	U	121333	0081	6414	6320	C	Year 3/T-3 Strengthening/Dev Progm	Dell Computer Corporation	POC3485	13,579.73	Add-Miscellaneous Equipment
34	U	121333	0081	5190	6320	C	Year 3/T-3 Strengthening/Dev Progm	Strata Information Group	TPC3090	130,000.00	Other Consulting
35	U	121512	7214	5656	0700	C	VTEA 1C 2004-2005	CCSF Bookstore	POB4187	3,228.98	Software License Fees
36	U	121512	7214	6413	0700	C	VTEA 1C 2004-2005	Dell Computer Corporation	POB4191	8,405.21	Add-Computer Equipment
37	U	121543	7421	5202	0500	S	Vatea-REEC 04-05	Radisson Hotel	TPC4213	3,412.00	Conference Expenses
38	U	121813	0020	5190	6499	C	Fipse-Natl' Artic & Trf Ntwk-Yr3	Kennedy A	PSC1689	9,999.00	Other Consulting
39	U	121891	7421	5190	0500	N	T1VB-Southeast Asia Bus & Int'l Ctr	Truong T	PSC3606	9,800.00	Other Consulting
40	U	121891	7421	5190	0500	N	T1VB-Southeast Asia Bus & Int'l Ctr	Lee J	PSC3611	5,000.00	Other Consulting
41	U	122592	8464	5190	6330	C	Spellman-Bridges- Baccalaur 04-05	Moss L	PSC5068	3,600.00	Other Consulting
42	U	122727	7335	5110	6499	C	FCCC-ALERT 04-05	Gauthier C	PSA0035	3,238.50	Guest Lecturer
43	U	122730	7335	5110	6499	C	FCCC/Americorp FYMP 04-05	Gauthier C	PSA0035	3,238.50	Guest Lecturer
44	U	123109	4049	5801	6460	S	Board of Financial Aid Progm 04-05	KDTV-TV -Univision Group	POC4441	4,500.00	Broadcasting
45	U	123109	4049	5801	6460	S	Board of Financial Aid Progm 04-05	KTSF 26	POC4443	6,001.00	Broadcasting
46	U	123210	7320	6308	6420	N	Disabled Student Excess Cost 04-05	KET, The Kentucky Network	POC4263	3,436.88	Video
47	U	123210	7320	6414	6420	C	Disabled Student Excess Cost 04-05	Insight Media	POC4266	5,107.60	Add-Miscellaneous Equipment
48	U	123210	7320	5190	6420	C	Disabled Student Excess Cost 04-05	Castalia A	PSC4288	14,500.00	Other Consulting
49	U	123210	7320	5190	6420	C	Disabled Student Excess Cost 04-05	Helman E	PSC4451	3,000.00	Other Consulting
50	U	123318	7421	5190	6840	S	Eco-SBDC 04-05 CT#04-311-016	Zlatar M	PSC3165	5,000.00	Other Consulting



A	B	C	D	E	F	G	H	I	J	K
1	Fund	Org	Acct	Prog	Act	Department	Vendor	Doc	Amount	Description
51	123389	7175	6414	7010	N	ECO-ATTC 04-05 CT 04-301-001	Blauer Tactical Systems, Inc.	POC6551	3,394.26	Add-Miscellaneous Equipment
52	+	123389	7175	5190	7010	N	Mc Kee F	PSC3916	8,640.00	Other Consulting
53	+	123389	7175	5190	7010	N	Currie J	PSC3917	7,992.00	Other Consulting
54	+	123409	7264	5190	6840	C	Tsao Wong K	PSC5069	3,000.00	Other Consulting
55	+	123530	7750	5190	6499	C	Khazai M	PSC2979	9,840.00	Other Consulting
56	+	123531	7750	5190	6499	C	Khazai M	PSC2979A	49,200.00	Other Consulting
57	+	123709	7334	5190	2100	N	Roxie Food Center	TPC2825	3,360.00	Other Consulting
58	123841	7108	4303	0900	C	Physical Plant & Inst Support 04-05	Airparts, Inc.	POB7626	3,677.94	Other Supplies
59	+	123854	7660	5190	4900	C	Montgomery Professional Services Corp	TPC4751	21,675.00	Other Consulting
60	+	123854	9320	6302	6120	C	YBP Library Services	TPB6478	13,744.00	Books
61	123858	6430	5656	6110	C	Inst Equip & Materials 04-06	Enterprise Fund Management Company	POC6303	12,206.26	Software License Fees
62	123858	7138	6414	0500	C	Inst Equip & Materials 04-06	Birite Restaurant Supply	POC5522	11,126.10	Add-Miscellaneous Equipment
63	123858	7224	6414	0400	C	Inst Equip & Materials 04-06	Technical Instruments S.F.	POC3373	25,298.33	Add-Miscellaneous Equipment
64	123858	7224	5656	0400	C	Inst Equip & Materials 04-06	BIOPAC Systems Inc	POC3376	4,219.54	Software License Fees
65	123858	7257	6414	0900	C	Inst Equip & Materials 04-06	Brothead-Garrett	POC2541	3,902.60	Add-Miscellaneous Equipment
66	123858	7324	5656	4900	C	Inst Equip & Materials 04-06	CCSF Bookstore	POC4152	3,957.00	Software License Fees
67	123858	7347	6414	6010	N	Inst Equip & Materials 04-06	Ricoh Business Systems	PO66244	4,758.82	Add-Miscellaneous Equipment
68	123858	7546	6414	1000	C	Inst Equip & Materials 04-06	Keeble & Shuchat Photography	POC0350	14,332.39	Add-Miscellaneous Equipment
69	123858	8140	6414	6010	C	Inst Equip & Materials 04-06	Ricoh Business Systems	POC5324	5,262.26	Add-Miscellaneous Equipment
70	123858	8140	6414	6010	C	Inst Equip & Materials 04-06	Ricoh Business Systems	POC5325	5,262.26	Add-Miscellaneous Equipment
71	+	123858	8440	5632	6010	C	Ricoh Business Systems (Savin Corp)	LAC6218	14,870.14	Copier Leases
72	+	123858	8440	5650	6010	C	Ricoh Business Systems (Savin Corp)	TPC6219	6,912.00	Maint & Repair - Equipment
73	123858	8540	6414	6010	C	Inst Equip & Materials 04-06	IKON Office Solution	POB6434	3,253.92	Add-Miscellaneous Equipment
74	123869	6110	4303	6320	C	Matriculation Credit 04-05	Spiral Binding Co., Inc.	POB9672	3,482.80	Other Supplies
75	123888	9320	6304	6120	C	Telecommunications & Tech 04-05	Community College League of California	DPB6488	7,607.00	Databases
76	+	124906	3524	5190	6550	S	Sanchez F	PSC2242	3,520.00	Other Consulting
77	125112	1105	5190	6599	S	Chinatown Rental Properties	Overland Pacific & Cutler, Inc.	DPC1431	14,298.50	Other Consulting
78	+	125277	7421	5190	6840	S	Simon J	PSB8815	4,000.00	Other Consulting
79	125510	7421	5350	6840	S	SBDC Program Income	U. S. Postmaster	DPC6365	3,000.00	Postage
80	141630	9320	6414	6120	C	Library-Commissions/Fines	Brodart Co.	POB8329	8,173.47	Add-Miscellaneous Equipment
81	141930	7124	6414	6960	S	School of Science and Math	Double Day Office Services	DPC5527	3,995.00	Add-Miscellaneous Equipment
82	211205	7371	5350	2100	S	CA Early Childhoos Mentor Prg 04-05	Reserve Account	DPC0449	5,000.00	Postage
83	+	211205	7376	5610	2100	S	CA Early Childhoos Mentor Prg 04-05	TPC0446	6,000.00	Other Property Leases
84	213003	7334	5202	2100	N	United Way-ECE Leadership	Radisson Hotel	POC6469	6,800.00	Conference Expenses
85	+	213801	7334	5190	2100	C	Marlon Davies-Autism Sp Ed Program	PSC2819	5,300.00	Other Consulting
86	+	222000	7124	4211	6940	N	Educated Palate	TPC1787	10,000.00	Cafeteria-COGS (Food)
87	+	414001	8062	5640	6550	S	Unallocated Projects	PSC3263	9,582.50	Maint & Repair - Non-Equipment
88	+	420696	8053	6204P	7100	H	SM01-02 #01A-Cloud Hall Fire Alarm	CTC5151	8,142.00	Planning Harzard Materials
89	+	42133M	8070	6203	7100	H	Art Building & Horticulture Improve	CTB4769B	3,888.58	Project Management
90	+	42133M	8070	6203	7100	R	Art Building & Horticulture Improve	CTB4769B	12,000.00	Project Management
91	+	42164M	8710	6203	7100	H	HS-Evans-Seismic Upgrade & Improv	CTA6127B	20,000.00	Project Management
92	+	42184M	8066	6203	7100	E	HS-Student Union Restroom Renovation	CTC4021	27,625.00	Project Management
93	+	42185M	8312	6203	7100	R	REN-Colombo Building Survey	CTB4873	87,000.00	Project Management
94	+	42187C	8051	6204	7100	R	REN-Batmale Hall APASS	CTB7899A	3,500.00	Hazardous Materials
95	+	431002	8412	6202	7100		New Mission-Consulting Services	CTC5170	13,400.00	Construction in Progress
96	+	431002	8412	6202	7100		New Mission-Consulting Services	CTC5171	35,937.00	Construction in Progress
97	+	431002	8412	6201	7100		New Mission-Consulting Services	DPC5161	8,652.25	Planning Costs
98	+	431002	8412	6411	7100		New Mission-Consulting Services	LAB5245	66,212.57	Add-Furniture/Fixtures
99	+	431002	8412	6411	7100		New Mission-Consulting Services	PO62278	16,747.34	Add-Furniture/Fixtures

+ equals encumbrances to be paid on a monthly basis
 * equals encumbrances to be paid by multiple payments during the fiscal year

	A	B	C	D	E	F	G	H	I	J	K
		Fund	Org	Acct	Prog	Act	Department	Vendor	Doc	Amount	Description
1											
100		431002	8412	6413	7100		New Mission-Consulting Services	Xerox Corp	POB5246	299,222.83	Add-Computer Equipment
101		431002	8412	6413	7100		New Mission-Consulting Services	Sehi Computer Products	POC3087	16,942.87	Add-Computer Equipment
102	+	431002	8412	5610	7100		New Mission-Consulting Services	Alabama Street Partners	TPC4099	1,246,117.69	Other Property Leases
103		432503	8067	6413	7100		E-Mail Upgrade	Hewlett-Packard	POC3093	21,246.29	Add-Computer Equipment
104		432503	8067	6413	7100		E-Mail Upgrade	Hewlett-Packard	POC3099	31,419.00	Add-Computer Equipment
105		432505	8067	6413	7100		Server Support	Genisys Corporation	POC5759	6,472.03	Add-Computer Equipment
106	+	433008	8066	6202	7100		Student Union Renovation	JMA Construction	CTB4853A	31,280.39	Construction in Progress
107	+	433008	8066	6201	7100		Student Union Renovation	SOHA Engineers	CTC5139	7,000.00	Planning Costs
108	+	433008	8066	6201	7100		Student Union Renovation	Mechanical Design Studio, Inc.	CTC5150	5,000.00	Planning Costs
109	+	433008	8066	6201	7100		Student Union Renovation	FW Associates Inc	CTC5152	5,000.00	Planning Costs
110		433016	8084	6202	7100		Reconfig of Reservoir Berm Removal	Comarco Wireless Technologies	POC4013	17,453.76	Construction in Progress
111	+	433024	8051	6202	7100		Batmale APASS Program	Siemens Building Technologies Inc.	CTC2022	39,630.00	Construction in Progress
112		433026	8812	6414	7100		JAD Campus Main & Gym Modernization	Audio Graphic Systems	POC5172	23,184.31	Add-Miscellaneous Equipment
113	+	433029	8062	6201	7100		Science Hall - Life Exhibit	Paulett Taggart Architects	CTC5158	9,550.00	Planning Costs
114	+	434006	8069	6201	7100		Student Health Center	Keppe & Du Architects LLP	CTC5179	10,000.00	Planning Costs
115	+	434504	8084	6201	7100		Reservoir Berm Removal	Paulett Taggart Architects	CTC0057A	11,050.00	Planning Costs
116	+	435503	8085	6201	7100		Performing Media-Arts Center FPP	K2A, LLP	CTC5114	40,000.00	Planning Costs
117								Total Restricted		2,716,295.16	
118											
119								Total Unrestricted and Restricted		3,140,246.41	



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27, 2005 **C4**

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr. Chancellor

Subject: **DISPOSAL OF EQUIPMENT**
Disposal of Personal Property with Insufficient Sales Value
(Resolution No. 050127-C4)

BACKGROUND INFORMATION:

It has been determined that the property identified in Schedule A is unsatisfactory and not in serviceable condition, and is of insufficient value to defray the costs of arranging a sale. It is recommended that the property be disposed of through recycling or through Regular waste disposal services.

California Education Code Section 81452 reads in part as follows: "(c) If the Board by a unanimous vote of those members present, finds that the property is of insufficient value to defray the cost of arranging a sale, it may be disposed of in the local public dump."

The College has implemented a program where it makes such property available to Got Junk and Scrap Scrounger's Center where the items are recycled for art parts and used by non profit organizations prior to disposal.

SHARED GOVERNANCE REVIEW:

Yes ____; No X ; If yes, which committee: _____
Date of Review: _____
(A Negative Response indicates that a Review is not necessary)

RECOMMENDATION:

RESOLVED: That authorization is hereby granted to dispose of all unsatisfactory and unserviceable equipment listed on Schedule A,

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration, and/or their designee are hereby authorized to execute any and all documents on behalf of the College to effectuate this resolution.

01/27/05 - C4 Page 1

BOARD OF TRUSTEES

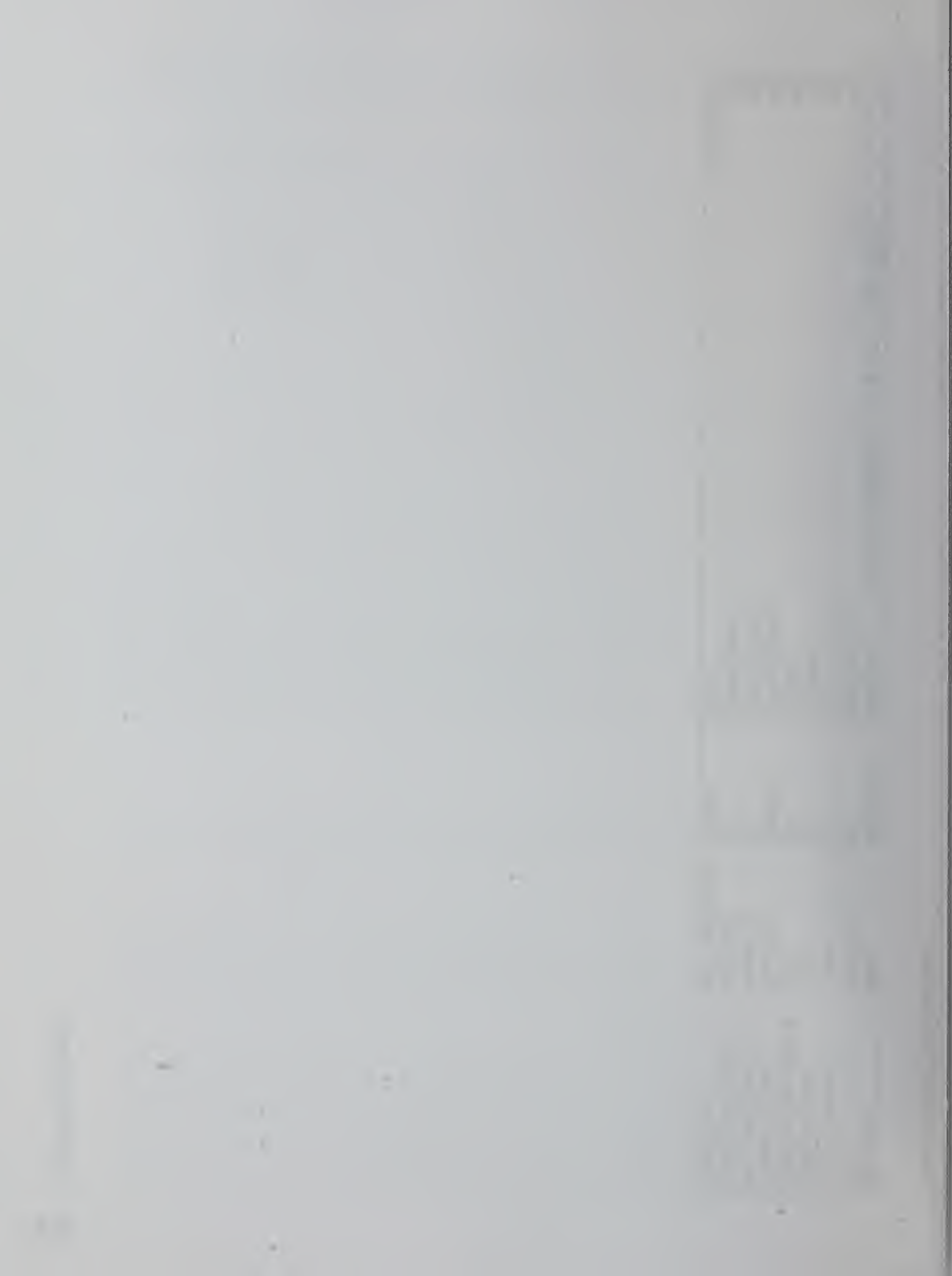
LAWRENCE WONG, ESQ., PRESIDENT • MILTON MARKS III, VICE PRESIDENT • DR. NATALIE BERG
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DR. PHILIP R. DAY, JR., CHANCELLOR

James Kendrix, Originator

Item Name	MFG.	Model No.	Serial No.	C.C.S.F.	Acquisition	Orig. Cost	Appr. Value	Department
Decollator	Standard Register	FC1904-C	95050019					ITS
Overhead Projector	3M Company	567/66RGC	751686					EVANS
Nec Multisync 5FGe	N/A	JC-1731VMA	3303045CA					JAD
Nec Multisync 5FGe	N/A	JC-1731VMA-3	4502516DA					JAD
IBM PC Computer	IBM	N/A	5160-2137725					JAD
Philip 17" Monitor	Philip	107B	72514852					JAD
Philip 17" Monitor	Philip	107B	72514853					JAD
Philip 17" Monitor	Philip	107B	72514854					JAD
ADI 19" Monitor	N/A	PD-959	9897427603					JAD
Apple Multiple Scan 17"	Apple	720	CY747192AZ9					JAD
Apple Multiple Scan 17"	Apple	720	CY747193AZ9					JAD
Apple Multiple Scan 17"	Apple	720	CY747194AZ9					JAD
Packard Bell 15" Monitor	N/A	1010	LMMN62702204					JAD
Apple LaserWriter	Apple	N/A	M2016G/A					JAD
MAG 17" Monitor	N/A	DJ700	MH51H1002118					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-000001					JAD
Pentium II 433MHz	Pentium II	N/A	NoID-000712					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-000713					JAD
Pentium II 433MHz	Pentium II	N/A	NoID-000716					JAD
Pentium II 433MHz	Pentium II	N/A	NoID-000717					JAD
Pentium II 433MHz	Pentium II	N/A	NoID-003860					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-003862					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-003863					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-003864					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-003865					JAD
Pentium II 300MHz	Pentium II	N/A	NoID-003867					JAD
Intel Celeron Computer	Intel	N/A	NoID-007167					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-004282					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-004287					JAD
Apple lie Monitor	Apple	N/A	NoID-0929					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-NoCC-01					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-NoCC-02					JAD
Pentium II 433MHz	Pentium II	N/A	NoID-NoCC-03					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-NoCC-04					JAD
Pentium II 433MHz	Pentium II	N/A	NoID-NoCC-05					JAD
Pentium I 200MHz	Pentium I	N/A	NoID-NoCC-06					JAD

Date	Description	Amount
1890 Jan 1	To Balance	100.00
1890 Jan 15	By Cash	50.00
1890 Feb 1	To Cash	25.00
1890 Feb 15	By Cash	15.00
1890 Mar 1	To Cash	30.00
1890 Mar 15	By Cash	20.00
1890 Apr 1	To Cash	40.00
1890 Apr 15	By Cash	35.00
1890 May 1	To Cash	50.00
1890 May 15	By Cash	45.00
1890 Jun 1	To Cash	60.00
1890 Jun 15	By Cash	55.00
1890 Jul 1	To Cash	70.00
1890 Jul 15	By Cash	65.00
1890 Aug 1	To Cash	80.00
1890 Aug 15	By Cash	75.00
1890 Sep 1	To Cash	90.00
1890 Sep 15	By Cash	85.00
1890 Oct 1	To Cash	100.00
1890 Oct 15	By Cash	95.00
1890 Nov 1	To Cash	110.00
1890 Nov 15	By Cash	105.00

Item Name	MFG.	Model No.	Serial No.	C.C.S.F.	Acquisition	Orig. Cost	Appr. Value	
Pentium I 200MHz	Pentium I	N/A	NoID-NoCC-07					JAD
Apple Multiple Scan 17"	Apple	N/A	S14241QJ1XX					JAD
Apple Computer	Apple	N/A	T132849					JAD
Princeton Monochrome	N/A	N/A	TY46042					JAD
Power Macintosh	Macintosh	6500/275	XB7494GCAHX					JAD
Power Macintosh G3	Macintosh	N/A	XB8042DVBBV					JAD
Power Macintosh G3	Macintosh	N/A	XB8042P6BBV					JAD
Electric Kiln	W. S. Mushet Co.	FL2445	629811					Ft. Mason Art





CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

G1-G8

DATE: January 27, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor
Subject: Academic Employees (Faculty)
Credit Program/Non-Credit Program
District Funded
City College of San Francisco
(Resolutions Nos. 050127-G1-G8)

BACKGROUND INFORMATION:

These resolutions cover district funded academic employees appointments and/or other related personnel transactions. Unless otherwise indicated in the resolution, appointments are classified as temporary. Board of Trustees approval is required.

The following resolutions are recommended for adoption.

SHARED GOVERNANCE REVIEW:

Yes:____; No: X : If yes, which committee:_____
Date of Review:_____

(A negative response indicates that a review is not necessary.)

Clara Starr, Originator

BOARD OF TRUSTEES

LAWRENCE WONG, ESQ., PRESIDENT • MILTON MARKS III, VICE PRESIDENT • DR. NATALIE BERG

JOHNNIE L. CARTER, JR. • DR. ANITA GRIER • JULIO J. RAMOS, ESQ. • RODEL E. RODIS • VERONICA LAWRENCE, STUDENT TRUSTEE
DR. PHILIP R. DAY, JR., CHANCELLOR

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments for the semester and department shown. Employment is contingent upon adequate class enrollment, possession of applicable minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non instructional rates as provided by Article 20 of the AFT contract. Total assignments for temporary part-time academic employees shall not exceed 60% of the hours per week considered a full-time assignment for regular employees having comparable duties. Total overload/extra pay assignments for full-time academic employees shall be in accordance with the relevant provisions of the appropriate bargaining contracts and the City College of San Francisco Faculty Handbook.

FALL 2004

(+: Full-time overload/extra pay)

(*: New hourly academic employee)

<u>Name</u>	<u>Department</u>	<u>Division</u>
+ Chavaria, Frederick R	Latino Services Network	Credit
+ Corbie, Terrence	Online	Credit
* Eichenbaum, Jean J	Health Science	Credit
+ Garcia, Diane Renee	Diagnostic Medical Imaging	Credit
+ Hamilton, Edward F	Cul Arts & Hospitality Service	Credit
Harada-Garcia, Betty M	Foreign Student Advising	Credit
+ Kelly, Michael A	Computer Science	Credit
Magee, William P	Health Science	NonCredit
+ McCormack, Irene L	Licensed Vocational Nursing	Credit
Mckenzie, Michele M	Library Services	Credit
+ Mitchell, Kathleen	Career Dev & Placement Ctr	Credit
+ Ng, Ronald	Cul Arts & Hospitality Studies	Credit
+ Obenchain, Cynthia	Foreign Student Advising	Credit
+ Roberts, Laurie	Foreign Student Advising	Credit
+ Tang, Paul S	Foreign Student Advising	Credit
Tragardh, Thomas	Foreign Student Advising	Credit
+ Tse, Annie	Health Science	NonCredit
+ Wong, Paul	Foreign Student Advising	Credit
+ Yim, Leslie K	Radiologic & Imaging Technology	Credit

G1 Fall 2004: 19

SPRING 2005

(+: Full-time overload/extra pay)

(*: New hourly academic employee)

<u>Name</u>	<u>Department</u>	<u>Division</u>
Abma, Deanna P	Articulation	Credit
Accornero, Marc	Foreign Languages	Credit
Ades, Natalia U.	English As a Second Language	Credit
Afshar, Golnar	Biological Sciences	Credit
+ Aguiar, Glenn E	Mathematics	Credit
Aguilar, Fernando A.	English As a Second Language	NonCredit
Alexander, Ralph E	Bus/Office Tech/Small Bus	Credit
Aliano, John C	Film Production	Credit
+ Alioto, Darlene F	Social Science	Credit

+ Allen, Mary J	Health Care Technology	Credit
Allen, Richard P	Health Care Technology	Credit
Allinger, Arlen W	Engineering & Technology(Weld)	Credit
Alva, Ricardo A	Computer Networking & InfoTech	Credit
Ancona, Patricia J	Art	Credit
+ Angeloff, Thomas	Engineering & Technology(Weld)	Credit
Aparicio, Hugo	Bus/Office Tech/Small Bus	Credit
Arack, Patricia G	English As a Second Language	Credit
Argenti, Mary A	Music	Credit
Armendinger, Brent S	Older Adults	NonCredit
Armstrong, Karen D	Fashion	Credit
Arquette, Edward J	Automotive/Trade Skills	Credit
Arrigotti, Paul H	Mathematics	Credit
Arroyo-Neves, Martha E	Library Services	Credit
Arsalane, Said Paul	Diagnostic Medical Imaging	Credit
Atkinson, Lynne A	Administration of Justice	Credit
Atkinson, Lynne A	Phys Education & Dance	Credit
Attiogbe, Kwablah J	Biological Sciences	Credit
Atwood, Susan A	Bus/Office Tech/Small Bus	Credit
Auyeung, Mabel K	Health Science	Credit
Avila, Alma	Health Science	Credit
Axt, Anita A	Foreign Languages	Credit
Azarmi, Gholam Reza	Child Dev. & Family Studies	Credit
Azevedo, Neyde	Music	Credit
Babin, Joanne W	English	Credit
Baca, Leonardo E.F	Computer Networking & InfoTech	Credit
Bacsierra, Benjamin J	English	Credit
Badler, Randolph D	Behavioral Sciences	Credit
+ Baird, Roger L	Art	Credit
Baldassare, Heidi B	Learning Assistance	Credit
Baldassare, Heidi B	Disabled Stud Prog & Services	NonCredit
Baldassare, Heidi B	Disabled Stud Prog & Services	Credit
Baldocchi, Marta	Foreign Languages	Credit
Baltrip, Julia A	Interdisciplinary Studies	Credit
Baraff, Barbara E	Foreign Languages	Credit
Barcojo, Gloria T	Bus/Office Tech/Small Bus	Credit
Bardin, Tsing T.	Physics	Credit
Barra-Salas, Adriana	English As a Second Language	NonCredit
Barresi, Patrick J	Health Science	Credit
+ Barretto, Joao Conde	Library Services	Credit
Barron, Patrick V	English	Credit
Bartholomew, Muriel I	Foreign Languages	Credit
+ Barton, Gail G	Phys Education & Dance	Credit
Battel, William A	Evening Division	Credit
+ Batty-Sylvan, John	English	Credit
Baum, Richard Harris	Social Science	Credit
Bautista, Reina G	Foreign Languages	Credit
Beales, Marcia K.	Graphic Communication	Credit
Beaumont, Richard A.	Apprenticeship	NonCredit
Beavers, Anna R	Bus/Office Tech/Small Bus	NonCredit
+ Beck, Kenneth E	English As a Second Language	Credit

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Unrestricted

Bedecarrax, Edmund	Biological Sciences	Credit
Begg, Connie M	Photography	Credit
Begonia, Danilo T	Behavioral Sciences	Credit
Belbin, Charles Lynwoo	English As a Second Language	NonCredit
Bell, Elise J.	Computer Networking & InfoTech	Credit
+ Bell, Loren	English	Credit
+ Belle-Thomas, Carol	Library Services	Credit
Bello, Leonel	Bus/Office Tech/Small Bus	Credit
Bemis, Jeanette	Consumer Education	NonCredit
Bender, Beverley J	Older Adults	NonCredit
Benham, Ursula E	Foreign Languages	Credit
Benshoof-Holler, Marga	English As a Second Language	Credit
Benshoof-Holler, Marga	English As a Second Language	NonCredit
Benvenuto, Lilly	Fashion	NonCredit
Berger, Jacqueline Lis	English	Credit
+ Bergman, Julia E	Library Services	Credit
Berman, Marshall P	Photography	Credit
Bernard, Barbara C.	Art	Credit
Bernstein, Harry	Older Adults	NonCredit
Bernstein, Paul Martin	Bus/Office Tech/Small Bus	Credit
Berston, Hyman M	Bus/Office Tech/Small Bus	Credit
Berston, Susan	Bus/Office Tech/Small Bus	Credit
Bertens, Matthew A	Mathematics	Credit
Berthold, Timothy M	Health Science	Credit
Beyer, Karyn J	Broadcast Electronic Media Art	Credit
Bissinger, Stephen E	Broadcast Electronic Media Art	Credit
Bivens, Gerald	Graphic Communication	Credit
+ Bixler, Ronald A	English As a Second Language	Credit
+ Blair, Thomas E	Foreign Languages	Credit
Blanchard, Dorothy D	Disabled Stud Prog & Services	NonCredit
Blau, Laurence A.	Bus/Office Tech/Small Bus	Credit
Block, Angela Mary	Behavioral Sciences	Credit
+ Blood, David E	Phys Education & Dance	Credit
Bloom, Harriet	Older Adults	NonCredit
Blumenthal, Sheryl L	Counseling Continuing Students	Credit
Blundell, Solon F	Mathematics	Credit
Body, Michele M	Radiologic & Imaging Technology	Credit
Boegel, Thomas Paul	Computer Science	Credit
Boguski, Mark E	Art	Credit
Bohan, Janet Ruth	Computer Networking & InfoTech	Credit
Boicos, Christopher	Art	Credit
Book, Carl E	Architecture	Credit
Boreyko, Valeriy A	Phys Education & Dance	Credit
Bornstein, Abigail J.	Computer Networking & InfoTech	Credit
Bornstein, Sheldon	Bus/Office Tech/Small Bus	Credit
Bostrom, Denise N	Film Production	Credit
Boyd, Billy Ray	English As a Second Language	NonCredit
Boyd, Gregory	Instructional Computing Lab	Credit
Bozin, Patricia R	Counseling Continuing Students	Credit
Bozina, Robert P	Music	Credit
Breda, Carmen	Consumer Education	NonCredit

Breschi, Karen L	Bus/Office Tech/Small Bus	NonCredit
+ Brickner, Margaret	Library Services	Credit
+ Brinson, Rosemary	Counseling Continuing Students	Credit
Britton, Ruth B	English As a Second Language	Credit
Broderick, Diane E	Behavioral Sciences	Credit
Brongel, Richard E	Engineering & Technology(Weld)	Credit
Brothers, Jo E	Consumer Education	Credit
Brothers, Jo E	Consumer Education	NonCredit
+ Brown, Brenda M	Counseling New Students	Credit
Brown, David Lawrence	Film Production	Credit
Brown, Kathryn	Disabled Stud Prog & Services	NonCredit
Brown, Lori L.	Library Information Technology	Credit
Brown, Lori L.	Library Services	Credit
Brown, Ronald C	Technology-Mediated Instruct'n	Credit
Brown, Ronald C	Computer Networking & InfoTech	Credit
+ Brown, Steven W	Environmental Hort & Floristry	Credit
Brownsey, Maureen A	Gay/Lesbian & Bi-Sexual Stud.	Credit
Brownsey, Maureen A	Women's Studies	Credit
Brubaker, Deborah Ann	Film Production	Credit
Brunner, Edda S	Foreign Languages	Credit
Bruvry, Patricia	Fashion	NonCredit
Bryja, Claia O	Astronomy	Credit
Buchsbaum, Jessica G	English As a Second Language	NonCredit
Burgess Ph.D., Alisa S	Institute for Int'l Students	Credit
Burke, Timothy Brian	Behavioral Sciences	Credit
Burnick, Merle Toby	English As a Second Language	NonCredit
Burns, John T	Mathematics	Credit
Burt, Tracy C	Child Dev. & Family Studies	Credit
+ Butler, Rebecca Joyce	Bus/Office Tech/Small Bus	Credit
Byk, Lynn R	Interdisciplinary Studies	Credit
Bykle, Tron J	Art	Credit
Cabading, Leon F	Counseling Continuing Students	Credit
Cabellon-Dever, Linda	Older Adults	NonCredit
Cadelinia, Samuel D	Bus/Office Tech/Small Bus	Credit
Cadoppi, Carole S	Foreign Languages	Credit
Cahill, Paula J	Student Health	Credit
Caldararo, Niccolo Leo	Biological Sciences	Credit
Caldas, Armando R	Automotive/Trade Skills	Credit
Caldas, Armando R	Apprenticeship	Credit
Calija, Augustine D	Trade Skills	NonCredit
Calvo, Juan	Foreign Languages	Credit
Camargo, Yelena	Foreign Languages	Credit
Cannon, Joseph P	Biological Sciences	Credit
+ Carballo, Pebble S	Bus/Office Tech/Small Bus	Credit
Carlson, Lennis Jay	Music	Credit
Carpenter, Janet Louis	Art	Credit
Carpenter, Janet Louis	Interdisciplinary Studies	Credit
Carpenter, Willard	Social Science	Credit
Carter, Kevan Leonard	Bus/Office Tech/Small Bus	NonCredit
Casey, Daniel V	Health Care Technology	NonCredit
Casey, Daniel V	Health Care Technology	Credit

Caston, Bryan	Bus/Office Tech/Small Bus	NonCredit
Cavanaugh, John D	Health Care Technology	Credit
Cepeda, Memphis Aureli	Engineering & Technology(Weld)	Credit
Chacon, Cinthia G	Foreign Languages	Credit
Cham, James F	English As a Second Language	NonCredit
Chan, Andrew K	English As a Second Language	NonCredit
Chan, Frances C.	Consumer Education	NonCredit
Chan, Gilbert G	Trade Skills	NonCredit
Chan, Lori Y	Bus/Office Tech/Small Bus	Credit
+ Chan, Yuk Chun	Library Services	Credit
+ Chandler, Andrew J	Architecture	Credit
+ Chang, Cordelia	English As a Second Language	Credit
Chang, Dorothy	Bus/Office Tech/Small Bus	Credit
Chapuis, Dominique	English As a Second Language	NonCredit
Charlton, Kathleen N	Health Care Technology	NonCredit
Charlton, Kathleen N	Health Care Technology	Credit
Chatterjee, Neela	Interdisciplinary Studies	Credit
+ Chavaria, Frederick R	Administration of Justice	Credit
+ Chavaria, Frederick R	Latin-American Studies	Credit
Chen, Cora	English As a Second Language	NonCredit
Chen, Grace S	Mathematics	Credit
Chen, Kwan S	Mathematics	Credit
+ Chen, Pearl B.	Counseling New Students	Credit
Cheng, Chih-Yih	Foreign Languages	Credit
+ Cheng, Eva Yuen-Wan	Counseling New Students	Credit
Chin, Eddie Y	English As a Second Language	NonCredit
+ Chin, Jessie C	Counseling New Students	Credit
Ching, Gary K	Architecture	Credit
Chinn, Garrett	Older Adults	NonCredit
+ Chong-Delon, Patty P	Counseling Continuing Students	Credit
Christman, Robert P	Apprenticeship	NonCredit
Chrystal, Yolanda	Counseling Continuing Students	Credit
Chu, Dave M	Behavioral Sciences	Credit
Chu-Muniz, Pauline	Asian-American Studies	Credit
Chun, Derrick Q	Bus/Office Tech/Small Bus	NonCredit
Chupein, Timothy C	Trade Skills	NonCredit
Chypyha, Elinor	Bus/Office Tech/Small Bus	NonCredit
Chytrowski, Patricia C	Graphic Communication	Credit
Cinnater, Kathleen	Art	Credit
Ciraulo, Donelle M	Film Production	Credit
Cirelli, Franco	Bus/Office Tech/Small Bus	NonCredit
Clark, Christopher A	Interdisciplinary Studies	Credit
Clark, Dani L	English As a Second Language	NonCredit
Clark, Leslie E	English As a Second Language	NonCredit
+ Clark, Ophelia	Bus/Office Tech/Small Bus	Credit
+ Clark, Ophelia	Bus/Office Tech/Small Bus	NonCredit
+ Clark, Robert M	African-American Achievement	Credit
+ Clark, Robert M	Behavioral Sciences	Credit
+ Clark, Sunny L	Student Health	Credit
Cline, Elissa A.	Interdisciplinary Studies	Credit
Cogdill, Charles B	English As a Second Language	NonCredit

Coles, Lynn M	Older Adults	NonCredit
Collins, Henry J	Administration of Justice	Credit
Collins, Warren	English As a Second Language	NonCredit
Colom, Carlos M	Computer Networking & InfoTech	Credit
Colonnese, Victor	Bus/Office Tech/Small Bus	Credit
Comacchio, Elisabetta	Graphic Communication	Credit
+ Common, Kurt	Engineering & Technology(Weld)	Credit
Comte, James A	Apprenticeship	NonCredit
Conaway, Ellen Suhr	Disabled Stud Prog & Services	NonCredit
+ Concin, Claudio	Foreign Languages	Credit
+ Conger, Amy E	Technology-Mediated Instruct'n	Credit
Connell, Katherine M.	Library Services	Credit
Connors, James Michael	Fire Science	Credit
Constantin, Charles J	Social Science	Credit
Constantinou, Sophia E	Film Production	Credit
Contreras, Anthony	Social Science	Credit
Cook, Kevin M.	English	Credit
+ Cooper, Sybil	English As a Second Language	Credit
+ Corbie, Terrence	Technology-Mediated Instruct'n	Credit
Corry, Megan Diane	Health Care Technology	Credit
Costa, Anthony Joseph	Library Services	Credit
Costarides, Harilaos V	English	Credit
Costello, Patricia A	English As a Second Language	NonCredit
Cousineau, Kathryn	Architecture	Credit
Cowan, Sue	Dental Assisting	Credit
Cox, Carolyn L	English As a Second Language	NonCredit
Cox, Susan Jeanne	Social Science	Credit
Crane, Thomas Edwin	Apprenticeship	NonCredit
Crist, Lillian M	Engineering & Technology(Weld)	Credit
+ Crizer, Kenneth R	Engineering & Technology(Weld)	Credit
Crossin, Amy Elizabeth	English	Credit
Crow, Kelli J	English As a Second Language	NonCredit
Culbertson, Anthony Sc	Radiologic & Imaging Technolgy	Credit
Culp, James Samuel	Film Production	Credit
Cunningham, Cassandra	Phys Education & Dance	Credit
Cunningham, James B	Phys Education & Dance	Credit
Curl, Diana E	Child Dev. & Family Studies	Credit
+ Curtis, Arthur B	Graphic Communication	Credit
Curtis-Egan, Carla A	Disabled Stud Prog & Services	NonCredit
Cutten, Barbara M	Bus/Office Tech/Small Bus	Credit
D'Acquisto, Adam A	Phys Education & Dance	Credit
Daddy, Kwaku	Music	Credit
Dajani, Lina Fuad	English As a Second Language	NonCredit
Damato, Lawrence R.	Counseling Transfer Students	Credit
Dangelo, Jack E	Bus/Office Tech/Small Bus	Credit
Darby, Sam A	Bus/Office Tech/Small Bus	Credit
Darck, Jeffrey L.	Mathematics	Credit
Dasilva, Jack P	Art	Credit
+ Davis, Richard H	Biological Sciences	Credit
Davis, Shelley M	Interdisciplinary Studies	Credit
Dawe, A. Timothy	Physics	Credit

EMPLOYEES: General Fund, Unrestricted

	Dawkins, Muriel J	Disabled Stud Prog & Services	NonCredit
+	Dawydiak, Cecile M	Nursing	Credit
	De Cordova, Andre M	Counseling Continuing Students	Credit
	Dea, Donland	Radiologic & Imaging Technology	Credit
	Dea, Lu Marla	English As a Second Language	Credit
	Dechant, Dorothy Eliza	Biological Sciences	Credit
	Degani, Nadereh	Photography	Credit
	Degani, Nadereh	Graphic Communication	Credit
	DeGirolamo, Gerald I	Administration of Justice	Credit
	Delacorte, Erika C	English As a Second Language	Credit
	Delacorte, Erika C	Learning Assistance	Credit
	Del-Grande, David M	Automotive/Trade Skills	Credit
	Dell'Agostino, David A	Social Science	Credit
	Dennehy, Ann M.	English As a Second Language	Credit
	Dennis, John	Social Science	Credit
+	Denoon, James C	English As a Second Language	Credit
	Dent, Carol J	English As a Second Language	NonCredit
	DePierris, Marta S.	Foreign Languages	Credit
	Derrick, Jo Ann	Bus/Office Tech/Small Bus	Credit
	Devereaux, Mary P	English As a Second Language	NonCredit
	Devlin, Liam P	Apprenticeship	NonCredit
	Di Coio, Alfred A.	Journeyman-Training	NonCredit
	Diaz, Edward T	Phys Education & Dance	Credit
+	Diaz, Jorge E	Aircraft Maintenance Tech.	Credit
	Digneo, Mario T	Social Science	Credit
	Dill, Robert L	English As a Second Language	NonCredit
	Dinkins, Shari H	English	Credit
	Dollar, Lisa M	English As a Second Language	NonCredit
+	Dore, David A	Bus/Office Tech/Small Bus	Credit
	Dove, Maggie Ecolia	Fashion	NonCredit
	Drewes, Stephen R	Theater Arts	Credit
	Du, Jeanette	Foreign Languages	Credit
	DuBois, Marcia J	English As a Second Language	NonCredit
	Duck, Lillian E	Social Science	Credit
+	Duggan, Bradley J	Phys Education & Dance	Credit
	Duggan, John A	Phys Education & Dance	Credit
	Duke, Lisa Marie	Automotive/Trade Skills	Credit
	Dulman, Marc	English	Credit
+	Durighello, Joy A	English As a Second Language	Credit
	Dvorson, Betty J	English	Credit
	Dyer, Frederick B	Interdisciplinary Studies	Credit
	Eagle, Connie B	Library Services	Credit
	Easa, Leila F	English	Credit
	Edmondson, Wilbur O	English As a Second Language	NonCredit
	Eggers-Williams, Delor	Child Dev. & Family Studies	Credit
	Elamine, Rayan	Interdisciplinary Studies	Credit
	Elliott, Nancy	Art	Credit
	Elvin, Jean M	Phys Education & Dance	Credit
	Enciso, Franz J	Music	Credit
	Eng, Chelsea N	Phys Education & Dance	Credit
	Enriquez, Michael T	Social Science	Credit

EMPLOYEES: General Fund, Unrestricted

	Eppler, Dorothy B	Biological Sciences	Credit
	Erickson, Earl W	Bus/Office Tech/Small Bus	NonCredit
	Escalante, Martin P	Trade Skills	NonCredit
	Esherick, Lisa W	Older Adults	NonCredit
	Eskandari, Fattah T	Engineering & Technology(Weld)	Credit
+	Estupinian, Joseph	Automotive/Trade Skills	Credit
	Eyestone, Donna Marie	Broadcast Electronic Media Art	Credit
+	Fa, Angelina M	Asian-American Studies	Credit
	Fahy, Ronald David	Apprenticeship	NonCredit
	Fajilan, Ann	Theater Arts	Credit
	Falk, Marion L	English As a Second Language	NonCredit
+	Fan, Mark M	Library Services	Credit
	Fang, Lynn L	Consumer Education	NonCredit
	Fang, Lynn L	English As a Second Language	NonCredit
	Fang, Lynn L	Licensed Vocational Nursing	NonCredit
+	Farrar, Vincent	Social Science	Credit
	Farrow, Robert T.	Apprenticeship	NonCredit
	Fazackerley, James M	Health Care Technology	Credit
	Fein, Judith T	Phys Education & Dance	Credit
	Feliciano, Anthony	Phys Education & Dance	Credit
+	Fenner, Richard C	Music	Credit
	Fernandez, Germania	Foreign Languages	Credit
	Fiandaca, Anastasia L	Latino Services Network	Credit
	Fine, Brandon L	English As a Second Language	NonCredit
	Finlev, Leslie	English As a Second Language	NonCredit
+	Fiore, Linda J	Health Care Technology	Credit
	Firestone, Alan H.	Art	Credit
+	Fisher, Allan P	English As a Second Language	Credit
	Fisher, Paul	Bus/Office Tech/Small Bus	Credit
	Fitch, Robert S	Disabled Stud Prog & Services	NonCredit
	Fitzgerald, Carole	Disabled Stud Prog & Services	NonCredit
+	Flagiello, Carolyn	Licensed Vocational Nursing	Credit
	Fleming, Tod N	Music	Credit
	Fong, Adrienne D	Child Dev. & Family Studies	NonCredit
	Fong, Bryant	Health Science	NonCredit
	Fong, Bryant	Health Science	Credit
	Fong, Cynthia J	Child Dev. & Family Studies	NonCredit
+	Fong, May	Consumer Education	Credit
+	Fong, Raymond H	Chemistry	Credit
	Fong, Wendy M	Instructional Computing Lab	Credit
	Fong, Wendy M	Interdisciplinary Studies	Credit
	Foreman, Joyce E	Disabled Stud Prog & Services	NonCredit
	Foston, Frances L	Bus/Office Tech/Small Bus	NonCredit
+	Fracchia, Charles	Library Services	Credit
	Frahm, Janene	English	Credit
	Francia, Rufino Carril	Health Care Technology	Credit
	Franco, Maria Dolores	Counseling New Students	Credit
	Franklin, Kim R.	English As a Second Language	NonCredit
	Frates, James D	Trade Skills	NonCredit
	Fredericks, James T	Mathematics	Credit
	Freeman, Donald E	Mathematics	Credit

EMPLOYEES: General Fund, Unrestricted

+ Fregly, Carol A	English	Credit
Fronek, Tim J	Apprenticeship	NonCredit
Fuapopo, Sekio	Trade Skills	NonCredit
Fung, Allen K	Bus/Office Tech/Small Bus	Credit
Fung, Allen K	Bus/Office Tech/Small Bus	NonCredit
Fung, Tracey May	Biological Sciences	Credit
Furber, Amy A	English	Credit
Gagliardi, Frank	Trade Skills	NonCredit
Galliano, Michael A	Journeyman-Training	NonCredit
Gallo, Paul Edward	Fashion	Credit
+ Gamba, Raymond J.	Behavioral Sciences	Credit
Gambini, Laura	Foreign Languages	Credit
Gamboa, Robert M	English	Credit
Garcia, Mauro R	Library Services	Credit
+ Garfinkle, Joan M	Counseling New Students	Credit
Gates, Robin	English As a Second Language	Credit
Gautam, Sudarshan K	Health Care Technology	Credit
Gavryshova, Nataliya K	Mathematics	Credit
Gee, Baron Tuck	Architecture	Credit
+ Gee, Coleen L	Counseling New Students	Credit
Gee, Janet	Health Science	NonCredit
Gee, Janet	Women's Studies	NonCredit
Geis, Bayard	Instructional Computing Lab	Credit
Gentry, Erika	Interdisciplinary Studies	Credit
Gentry, Erika	Instructional Computing Lab	Credit
George, Kathleen M	Older Adults	NonCredit
Gerasimova, Galina S	Disabled Stud Prog & Services	NonCredit
Giambattista, Louie M.	Computer & Information Science	Credit
+ Gilbert, Quince	Bus/Office Tech/Small Bus	Credit
Gilewska, Bozena	English As a Second Language	NonCredit
Ginsberg, Elaine B	Art	Credit
Ginther-Webster, Kimbe	Library Services	Credit
Giuliani, Charmain J	Environmental Hort & Floristry	Credit
Giusto, Thomas L	Phys Education & Dance	Credit
Givens-Tolson, Cathryn	Consumer Education	NonCredit
Glass, Fred	Labor and Community Studies	Credit
Glass, Meryl	Child Dev. & Family Studies	Credit
Glessner, Janet M.	Older Adults	NonCredit
Glick, Paul	Foreign Languages	Credit
Goedert, Judith E	Biological Sciences	Credit
Goldberg, Janet H	English	Credit
+ Goldsmith, Deborah H	Social Science	Credit
+ Goldsmith, Deborah H	Interdisciplinary Studies	Credit
Goldstein, Augusta Alc	English As a Second Language	NonCredit
Goldthorpe, Jeffrey T	English	Credit
+ Gonzales, Juan	Journalism	Credit
+ Gonzalez, Jacob E	Counseling New Students	Credit
Goode, Ruth	English As a Second Language	NonCredit
Gormley, James W	Transitional Studies	NonCredit
Goseco, Marcia Priscil	Bus/Office Tech/Small Bus	NonCredit
Grab, Vera	Child Dev. & Family Studies	NonCredit

Grady, Kenneth E	Engineering & Technology(Weld)	Credit
Graham, Thomas	Journalism	Credit
Grantham, Martin A	Environmental Hort & Floristry	Credit
+ Gratch-Lindauer, Bonni	Library Services	Credit
Grayson, Richard B	Bus/Office Tech/Small Bus	NonCredit
+ Green, Dennis	Social Science	Credit
+ Green, Diane	Fashion	Credit
Greene, Terrance C.	African American Scholastic Pg	Credit
Grimes, Paul G	English As a Second Language	Credit
Grothkopp, William	Music	Credit
Gruenig, Thomas B.	Bus/Office Tech/Small Bus	Credit
+ Guichard, Margaret	Health Care Technology	Credit
Guillen-Nunez, Edith	Health Science	Credit
Guion, Durand	Fashion	Credit
Guiuan, Antonio S	Asian-American Studies	Credit
Gumina, Joseph P.	Automotive/Trade Skills	Credit
Guo, Sujuan	English As a Second Language	NonCredit
Gurney, Robert Peter	Behavioral Sciences	Credit
Gurney, Robert Peter	Gay/Lesbian & Bi-Sexual Stud.	Credit
+ Guthrie, Michael J	Biological Sciences	Credit
Gutierrez, Eusebio R	Broadcast Electronic Media Art	Credit
Haeg, Frank C	Bus/Office Tech/Small Bus	Credit
Haeg, Frank C	Bus/Office Tech/Small Bus	NonCredit
Haena, Calvin M	English As a Second Language	NonCredit
Hagan, Michele E.	Bus/Office Tech/Small Bus	Credit
Hagiwara, Tanako	Phys Education & Dance	Credit
Hahn, Juergen S	Foreign Languages	Credit
Hall, Thomas F	Diagnostic Medical Imaging	Credit
+ Hamilton, Edward F	Cul Arts & Hospitality Studies	Credit
+ Hammerich, Keith C	Cul Arts & Hospitality Studies	Credit
Hansen, Carol L	English	Credit
+ Hanson, Edward S	Biological Sciences	Credit
Hanson, Krista	Foreign Languages	Credit
Harada-Garcia, Betty M	Counseling International Study	Credit
Harb, Kamal M	Health Science	Credit
Harding, John F	Photography	Credit
Harlow, Nicole Anne	English As a Second Language	Credit
+ Harris, Julie	Counseling Continuing Students	Credit
Harrison, Cindi J	Learning Assistance	Credit
Harrison, Lisa M.	Interdisciplinary Studies	Credit
Hasib, Shama T	Interdisciplinary Studies	Credit
Hatcher, Henry C	Bus/Office Tech/Small Bus	Credit
Hawthorne, Mark R	Administration of Justice	Credit
+ Hayes, Donna J	Counseling Continuing Students	Credit
Haynes, Lynetta D	Bus/Office Tech/Small Bus	Credit
Haynes-Creswell, Sharo	Bus/Office Tech/Small Bus	NonCredit
Hector, Gina Wood	Bus/Office Tech/Small Bus	Credit
Hector, Gina Wood	Bus/Office Tech/Small Bus	NonCredit
Heilweil, Victoria M	Architecture	Credit
Hellerstein, Nathaniel	Mathematics	Credit
Helmy, Anna-Lisa	English As a Second Language	NonCredit

EMPLOYEES: General Fund, Unrestricted

	Henderson-Brown, Tessa	Counseling Continuing Students	Credit
+	Hendricks, Joann	Social Science	Credit
+	Hendrickson, Dennis	Interdisciplinary Studies	Credit
+	Heredia, Maria L	Counseling New Students	Credit
+	Hess, Darrel E	Earth Sciences	Credit
	Hickey, Daniel M	Bus/Office Tech/Small Bus	NonCredit'
+	Hirose, Lynda M	Cul Arts & Hospitality Studies	Credit
+	Hirose, Lynda M	Cul Arts & Hospitality Studies	NonCredit
+	Ho, Karen	Counseling New Students	Credit
	Ho, Margaret S	Foreign Languages	Credit
	Ho, Miao-Chuan	Computer Networking & InfoTech	Credit
	Hoenisch, Charles E	Administration of Justice	Credit
+	Holbert, Raymond	Interdisciplinary Studies	Credit
	Holsten, Matthew e	English As a Second Language	NonCredit
+	Hom, Calvin W	Biological Sciences	Credit
+	Hom, Grace	Counseling Transfer Students	Credit
	Hom, Melvin L	Mathematics	Credit
	Hong, Bo	Trade Skills	NonCredit
	Hong, William	Computer Networking & InfoTech	Credit
	Hongo, Jo-Anne S.	Biological Sciences	Credit
	Hope, Linda M.	Older Adults	NonCredit
	Hopkins, Aisjah B	Bus/Office Tech/Small Bus	NonCredit
	Hopkins, Aisjah B	Older Adults	NonCredit
	Hopkins, William R	Biological Sciences	Credit
+	Hornor, Ni Z	Mathematics	Credit
	Horowitz, Manly	Library Services	Credit
	Hovanesian, Suzanne A.	English As a Second Language	NonCredit
+	Hsu, Hilary K	Bus/Office Tech/Small Bus	Credit
	Hsu, Wei-Jane	English As a Second Language	Credit
	Hu, Thomas	Mathematics	Credit
	Huang, Amily Shiu-I	Architecture	Credit
	Huang, Su P	English As a Second Language	NonCredit
	Hudson, Julia	Bus/Office Tech/Small Bus	NonCredit
	Hudspeth, Charles M	Music	Credit
	Hughes, Jeanne M	Phys Education & Dance	Credit
	Hughes, Patricia B	English As a Second Language	NonCredit
	Hung, Chun-Hoi	Computer & Information Science	Credit
	Huntzinger, Anne K	English As a Second Language	NonCredit
	Huot, Bophany L	English As a Second Language	NonCredit
	Hurley, Kathleen M	Diagnostic Medical Imaging	Credit
	Ingersoll, Lynn R	Photography	Credit
	Ishibashi, Jean T	Interdisciplinary Studies	Credit
	Itelson, Steven T	Mathematics	Credit
	Jabbar, Abdul	Interdisciplinary Studies	Credit
	Jackson, Ida	Bus/Office Tech/Small Bus	NonCredit
	Jackson, Judith M	Fashion	Credit
	Jackson, Lawrence J	Bus/Office Tech/Small Bus	Credit
	Jackson, Lawrence J	Bus/Office Tech/Small Bus	NonCredit
+	Jackson, Susan J	Interdisciplinary Studies	Credit
	Jacobsen, Rodger	Art	Credit
	Janko, James Anthony	English As a Second Language	NonCredit

EMPLOYEES: General Fund, Unrestricted

+ Jardim, Philip M	Biological Sciences	Credit
Jeh, Wesley M.	Mathematics	Credit
Jenkins, Alvin	Extended Oppo Prog & Services	Credit
Jernigan, Harriet V	Foreign Languages	Credit
+ Jew, Carl	Counseling Transfer Students	Credit
Johnson, Daniel P	Bus/Office Tech/Small Bus	Credit
+ Johnson, Dennis	Social Science	Credit
+ Johnson, Gregory A	Career Dev & Placement Ctr	Credit
Johnson, Jeffrey S	Apprenticeship	NonCredit
Johnson, Linda M	John Adams Campus	NonCredit
Johnson, Michael S	Foreign Languages	Credit
+ Johnson, Paul L	Disabled Stud Prog & Services	NonCredit
+ Johnson, Paul L	Disabled Stud Prog & Services	Credit
Johnson, Robert T	Physics	Credit
Johnson, Ronald Lee	English	Credit
+ Johnson, Stephan F	Social Science	Credit
Johnson, Tracy L.	Child Dev. & Family Studies	Credit
Jones, John W	Computer Networking & InfoTech	Credit
Jones, John W	Instructional Computing Lab	Credit
Jones, Keith D.	Bus/Office Tech/Small Bus	NonCredit
Jones, Rod L.	Trade Skills	NonCredit
Jones-Davis, Taffany L	Interdisciplinary Studies	Credit
Jordan, Alfredo Jr	Foreign Languages	Credit
Jordan, Natividad	Foreign Languages	Credit
Joseph, Geraldine A	Dental Assisting	Credit
+ Joy, Diana L	Bus/Office Tech/Small Bus	Credit
Jue, Debbie J	Health Care Technology	Credit
Juratovac, Nicol Pyul-	Fire Science	Credit
Kadani, Terry T	Older Adults	NonCredit
Kamitaki, Lisa Y	English	Credit
+ Kan, Jimmy P	Mathematics	Credit
Kanamaru, Tatsunobu	Computer Networking & InfoTech	Credit
Kaneshiro, Dawn	Art	Credit
+ Kao, Lancelot Long-Tse	Astronomy	Credit
Kaplan, Judi A	Disabled Stud Prog & Services	NonCredit
Karapetyan, Lyudmila S	Mathematics	Credit
Kasten, Angelika A	English As a Second Language	NonCredit
Kaufman, Edward P	Gay/Lesbian & Bi-Sexual Stud.	Credit
Kawamoto, Judy Y	Student Health	Credit
Kearsley, Jeanne	Teachers' Resource Center	Credit
Keenan, Kimberly A	Social Science	Credit
Kelly-Brennan, Briahn	Health Care Technology	Credit
Kennedy, Matthew	Behavioral Sciences	Credit
Kilgariff, Martin	Administration of Justice	Credit
Kim, Sean	English	Credit
Kimball, Charles M	Engineering & Technology(Weld)	Credit
King, Dennis Martin	Apprenticeship	NonCredit
+ King, Roger S.	Physics	Credit
+ King, William C	Mathematics	Credit
Kiser, Stephen Stephen	Photography	Credit
+ Kitchel, Marc C	Social Science	Credit

+ Kitchin, Deborah A	Bus/Office Tech/Small Bus	Credit
Klaassen, Jacqueline	Foreign Languages	Credit
+ Kleinman, Craig Ira	Technology-Mediated Instruct'n	Credit
+ Kleinman, Craig Ira	English	Credit
Kling, Fred	Art	Credit
Knapp, Glenn	Bus/Office Tech/Small Bus	Credit
Knoop, Michelle Deya	English As a Second Language	NonCredit
Kobayashi, Tracey	Phys Education & Dance	Credit
Kobayashi, Vivian N	Library Information Technology	Credit
Koehler, Frank H	Physics	Credit
+ Koffman, Laraine C	Computer Networking & InfoTech	Credit
+ Koffman, Laraine C	Technology-Mediated Instruct'n	Credit
Kolsom, Sandra	Dental Assisting	Credit
Kox, Christopher J	Library Services	Credit
Kreplin, Karl W	Behavioral Sciences	Credit
+ Kudsi, Omar S	English	Credit
Kurpinsky, Annemarie D	Child Dev. & Family Studies	NonCredit
Kuwabara, James S	Earth Sciences	Credit
Kwan, Dan Bingman	Foreign Languages	Credit
Kwok, Hon-Chung	Computer Networking & InfoTech	Credit
+ La Mattery, Mary M	English	Credit
+ Labagh, Justin R.	Phys Education & Dance	Credit
Labrecque, Dana J	Broadcast Electronic Media Art	Credit
+ Laddin, Laurence	Interdisciplinary Studies	Credit
Lai, Chu-Hui J	Asian Studies	Credit
+ Lai, Elaine K	Bus/Office Tech/Small Bus	NonCredit
+ Lai, Elaine K	Bus/Office Tech/Small Bus	Credit
+ Lallas, James M	Engineering & Technology(Weld)	Credit
Lampe, Jane L	Disabled Stud Prog & Services	NonCredit
Landau, Gregory P	Latin Amer & Latino/a Studies	Credit
Landau, Gregory P	Social Science	Credit
Landau, Gregory P	Music	Credit
Landini, Louis F	Bus/Office Tech/Small Bus	Credit
Landini, Louis F	Administration of Justice	Credit
Langdon, Michael R.	English	Credit
+ Larin, Renato A	Counseling New Students	Credit
Lass, Barbara M.	Behavioral Sciences	Credit
Latham, Raymond	Cul Arts & Hospitality Studies	Credit
Lau, David	Disabled Stud Prog & Services	NonCredit
Lau, Shuk-Han	Bus/Office Tech/Small Bus	NonCredit
Laughlin, Neil T	Phys Education & Dance	Credit
+ Law, Joshua T	Asian Studies	Credit
Laws, Alonzo C	Engineering & Technology(Weld)	Credit
Lawson, Daniel L	Administration of Justice	Credit
Lawson, Lawrence R	Administration of Justice	Credit
Ledford, Frances Conno	Consumer Education	NonCredit
Ledford, Frances Conno	Health Care Technology	NonCredit
Lee, Douglas W	Asian-American Studies	Credit
Lee, Josephine C.	Consumer Education	NonCredit
Lee, Kent Y	Engineering & Technology(Weld)	Credit
+ Lee, Kim W	English As a Second Language	Credit

Lee, Michael J	Apprenticeship	NonCredit
Lee, Sau Fong	Consumer Education	NonCredit
Lee, Sau Fong	Health Care Technology	NonCredit
Lee, Stephanie C	Consumer Education	Credit
Lee, Terry	Counseling Continuing Students	Credit
+ Lee, Theodore B	Mathematics	Credit
Leech, Marla	Broadcast Electronic Media Art	Credit
Lehane, Thomas J	Apprenticeship	NonCredit
Leiva, Jose L	Theater Arts	Credit
Lemley, Jamiel H	Bus/Office Tech/Small Bus	NonCredit
+ Leong, Winnie W	Foreign Languages	Credit
Leonhardt, Edith A	Biological Sciences	Credit
Lesser, Lee K.	Child Dev. & Family Studies	Credit
Leung, Bruce K	Bus/Office Tech/Small Bus	Credit
Levy, Deborah Lynn	English As a Second Language	Credit
Levy, Hope K.	Older Adults	NonCredit
Lew, Raymond D	Engineering & Technology(Weld)	Credit
Lew, William W L	Computer Networking & InfoTech	Credit
Lewis, Christa M	English As a Second Language	NonCredit
Leyton, Alexandria R	English	Credit
Leyva, Obiel A	Health Science	Credit
Lieberman, Caroline	Older Adults	NonCredit
Liehe, Clifford J	Bus/Office Tech/Small Bus	Credit
Lien, Steven	English As a Second Language	NonCredit
Light, Ken	Photography	Credit
Light, Laura Susan A	Foreign Languages	Credit
Lim, Benedict M	Music	Credit
+ Lim, James Horn	Library Services	Credit
Lim, Jimmy L	Biological Sciences	Credit
Lin, Jeanne L	Behavioral Sciences	Credit
Liou, Joyce L.	Foreign Languages	Credit
Lisker, David M	English As a Second Language	Credit
Liu, Debra R	English As a Second Language	NonCredit
Liu, Ida	Older Adults	NonCredit
Liu, Jean C	Bus/Office Tech/Small Bus	NonCredit
Liu, Roger	Biological Sciences	Credit
+ Lo, Suzanne J	Library Services	Credit
Lofkvist Moseley, Gren	Graphic Communication	Credit
Lofthouse, Erin J.	English As a Second Language	Credit
Loh, Ying-Tsu	Biological Sciences	Credit
Lohr, Janet L	Art	Credit
Lombardi, Susanna	Art	Credit
Long, James B	English As a Second Language	Credit
Long, Robert	Bus/Office Tech/Small Bus	Credit
Long, William Eugene	Fire Science	Credit
Louie, Margaret L	Behavioral Sciences	Credit
Lovett, Li Miao	Counseling Continuing Students	Credit
Lozano, Albert H	Foreign Languages	Credit
Lucas-Clark, Joyce E.	Earth Sciences	Credit
Luckey, Bernadine Cori	Child Dev. & Family Studies	NonCredit
Luey, Leon J	Learning Assistance	Credit

Lutz, Robert Walter	Behavioral Sciences	Credit
Lym, Brian K.	Library Services	Credit
+ Lynch, James B	Automotive/Trade Skills	Credit
Mack, Beverly K	Consumer Education	NonCredit
Macone, Stephen A	Apprenticeship	NonCredit
+ Macri, Ben R	Automotive/Trade Skills	Credit
Maestri, Robert L	Phys Education & Dance	Credit
Magalong, Philip V	Disabled Stud Prog & Services	Credit
Mahaney, Ruth Ann	Social Science	Credit
Malachowski, Michael	Biological Sciences	Credit
Malfatti, Raymond T.	Apprenticeship	NonCredit
Mann, Wendy Alice	Photography	Credit
Mannu, Gianluigi Marce	Foreign Languages	Credit
Manzano, Joseph A	Phys Education & Dance	Credit
Mar, Warren	Labor and Community Studies	NonCredit
Mar, Warren	Interdisciplinary Studies	Credit
Mar, Warren	Labor and Community Studies	Credit
March, Thomas	Bus/Office Tech/Small Bus	NonCredit
Maresca, Natasha R	Foreign Student Advising	NonCredit
Marinas, Marina	Mathematics	Credit
Marinoff, Joani Ellen	Health Science	Credit
Marinoff, Joani Ellen	Health Science	NonCredit
Marinoff, Joani Ellen	Interdisciplinary Studies	Credit
Markison, Kimberly Ann	Graphic Communication	Credit
Marley, Elsa Patricia	Art	Credit
Marryatt, Arthur R	Apprenticeship	NonCredit
Marshall, Keith B	Fire Science	Credit
Marshall, Robert A	Bus/Office Tech/Small Bus	Credit
Marshall, Virginia P	Bus/Office Tech/Small Bus	NonCredit
Martin, Hannah	Older Adults	NonCredit
Martin, Melody D	Transitional Studies	NonCredit
Martinez, Antonio E.	Counseling New Students	Credit
+ Martinez, Fred L	Bus/Office Tech/Small Bus	Credit
Martinez, Rose M	Bus/Office Tech/Small Bus	NonCredit
Masood-ul-Alam, Abul K	Mathematics	Credit
Massalski, Andrea Schw	Photography	Credit
+ Mauzey, Karl P	Computer Networking & InfoTech	Credit
Maxwell, Michael	Mathematics	Credit
Maze, Ghislaine M	English	Credit
Mc Guire, John F	Phys Education & Dance	Credit
+ McAllister, Keith	Mathematics	Credit
+ McAteer, Robert Anthon	Photography	Credit
McCarthy, Charles J	Music	Credit
McCarthy, Monica R	Counseling Continuing Students	Credit
McCauley, Kerry L	Transitional Studies	NonCredit
+ McClain, Laurene W	Interdisciplinary Studies	Credit
McCormick, Daniel	Apprenticeship	NonCredit
McCormick, Daniel P	Apprenticeship	NonCredit
McDevitt, Charles D	Health Care Technology	Credit
McDevitt, James M	Apprenticeship	NonCredit
McFadden, James L	Music	Credit

	McFarland, Sheila A	Broadcast Electronic Media Art	Credit
+	McInerny, William J	Chemistry	Credit
	McKay, June Rumery	English As a Second Language	Credit
	McKeever, Michael P	Social Science	Credit
	McKenzie, Douglas R	Bus/Office Tech/Small Bus	Credit
	Mckenzie, Michele M	Library Services	Credit
	McKinney, Linda R.	Library Services	Credit
+	McKnight, Lindy L	Counseling Continuing Students	Credit
	McLanahan, Amy D	Mathematics	Credit
	McMullen II, John A.	Theater Arts	Credit
	McNeal, Marilyn M	Bus/Office Tech/Small Bus	NonCredit
	McNees, John A	Trade Skills	NonCredit
	McNichol, Thomas p.	Phys Education & Dance	Credit
	Mellquist, Kenneth K.	Mathematics	Credit
	Melnick, Terri Renas	Health Care Technology	Credit
	Mendoza, Melissa Ann	English As a Second Language	NonCredit
	Menendez, Thomas	Castro/Valencia	Credit
	Menendez, Thomas	Social Science	Credit
	Merritt, Toney Wesley	Film Production	Credit
	Messer, Alisa	English	Credit
	Mester, Toni A	Older Adults	NonCredit
	Metzgar, Joseph V	Bus/Office Tech/Small Bus	NonCredit
	Metzgar, Joseph V	Older Adults	NonCredit
+	Metzler, Charles	Computer Science	Credit
	Mian, Badshah K	Computer & Information Science	Credit
	Mickelson, Linda Ann	Child Dev. & Family Studies	NonCredit
	Middleton, Dennis D	Bus/Office Tech/Small Bus	NonCredit
	Miller, David J	Bus/Office Tech/Small Bus	NonCredit
	Miller, H. Brown	English	Credit
	Miller, Mark Hans	Fashion	NonCredit
	Miller, Norma A	Disabled Stud Prog & Services	NonCredit
+	Mireles, Enrique	Learning Assistance	Credit
+	Mireles, Enrique	Counseling Continuing Students	Credit
	Misumi, Diane T	Health Science	NonCredit
+	Mitchell, Tanya E	Aircraft Maintenance Tech.	Credit
	Mo, Sigismund	Bus/Office Tech/Small Bus	NonCredit
	Mo, Sigismund	English As a Second Language	NonCredit
	Moghtanei, Abbas	Computer Science	Credit
	Moghtanei, Abbas	Computer Networking & InfoTech	Credit
	Mojica, Jay F	English As a Second Language	Credit
	Mojica, Marco A	Interdisciplinary Studies	Credit
+	Monajami, Sirous	Library Services	Credit
	Monavarian, Bizhan	Interdisciplinary Studies	Credit
	Monchatre, Jacques	English As a Second Language	NonCredit
	Monroy, Maria M	Bus/Office Tech/Small Bus	NonCredit
	Montesano, Philip	Social Science	Credit
+	Moody, Cindy L	Mathematics	Credit
	Moore, Mik William	Behavioral Sciences	Credit
	Morabito, Salvatore	Foreign Languages	Credit
+	Morales, Leslie	Technology-Mediated Instruct'n	Credit
	Morel, Renee C	Behavioral Sciences	Credit

Morel, Renee C	Foreign Languages	Credit
+ Moreno, Edward	Social Science	Credit
Moreno, Renee M	Bus/Office Tech/Small Bus	NonCredit
Mori, Aki	Foreign Languages	Credit
Mori, Dennis J	Bus/Office Tech/Small Bus	Credit
Morse, James S.	Cul Arts & Hospitality Studies	Credit
Morse, James S.	Evening Division	Credit
Mostaghim, Ahmad	Apprenticeship	NonCredit
Motamedi, Isabelle A	Foreign Languages	Credit
Mueller, Gerald A	Music	Credit
Mueller, Keith J	Engineering & Technology(Weld)	Credit
+ Mueller, Madeline	Music	Credit
Mulholland, Patrice	Institute for Int'l Students	Credit
Mulholland, Patrice	English As a Second Language	Credit
Mullen, Dennis F	Bus/Office Tech/Small Bus	Credit
Muller, Lauren Stuart	Interdisciplinary Studies	Credit
Muller-Moseley, Claire	Cul Arts & Hospitality Studies	Credit
Munro, David J	Earth Sciences	Credit
Muraoka, Peter T	Chemistry	Credit
Murphy, Margaret	Radiologic & Imaging Technolgy	Credit
+ Murray, Edward J	English As a Second Language	Credit
Naas, Jodi L	English	Credit
Nakaji, Diane	Behavioral Sciences	Credit
+ Nance, Glenn R	Social Science	Credit
+ Nance, Glenn R	African-American Studies	Credit
Nault, Curran J	Gay/Lesbian & Bi-Sexual Stud.	Credit
Navarro, Francoise J	Foreign Languages	Credit
+ Nelson, Anna	Dental Assisting	Credit
Nelson, Karin Christin	Career Dev & Placement Ctr	Credit
Nelson, Lee W	Graphic Communication	Credit
Nelson, Marilyn	English As a Second Language	NonCredit
Nelson, Timothy B	Apprenticeship	NonCredit
Neranchi, George A	Bus/Office Tech/Small Bus	Credit
Neranchi, George A	Bus/Office Tech/Small Bus	NonCredit
Neuburger, Bruce A	English As a Second Language	NonCredit
+ Newton, Victoria H	English As a Second Language	Credit
Ng, Anthony	Health Care Technology	Credit
Ng, Joel K	Physics	Credit
Ng, Marina K	Consumer Education	NonCredit
Ng, May	Career Dev & Placement Ctr	Credit
+ Ng, Ronald	Cul Arts & Hospitality Studies	Credit
Nguyen, Chau B	English As a Second Language	NonCredit
Nicholson, Sachiko Yam	Foreign Languages	Credit
Niosi, Andrea E.	Library Services	Credit
+ Nishimura, Arthur J	Behavioral Sciences	Credit
Nogara, Benito	Foreign Languages	Credit
Noll, Karen L	Earth Sciences	Credit
Noto, Robert	Apprenticeship	NonCredit
Nowicki, Paul	Architecture	Credit
Nunez, Sal	Health Science	Credit
Nunez, Sal	Health Science	NonCredit

Nuttall, Allan P.	Bus/Office Tech/Small Bus	Credit
Nuttall, Allan P.	Bus/Office Tech/Small Bus	NonCredit
Nzewi, Esther N.	Behavioral Sciences	Credit
Oakley, John D	Cul Arts & Hospitality Studies	Credit
+ Obenchain, Cynthia	Counseling International Study	Credit
+ Obenchain, Cynthia	Counseling Continuing Students	Credit
Odell, John Mainard	Broadcast Electronic Media Art	Credit
Ogbu, Marcellina Ada	Health Science	Credit
+ Ogden, Aaron John	Cul Arts & Hospitality Studies	Credit
Ogrodnik, Jayne K	English As a Second Language	Credit
Ohy, Jorge	Bus/Office Tech/Small Bus	Credit
+ Oldham, Mary Thereza	Bus/Office Tech/Small Bus	Credit
O'Leary, H. B.	Fire Science	Credit
Olmsted, Daniel Barnet	Broadcast Electronic Media Art	Credit
Olmsted, Daniel Barnet	Film Production	Credit
O'Neill, Mary-Evelyn M	English	Credit
Oplanic, Ivan J	English	Credit
Oram, Shane W	Biological Sciences	Credit
Ordon, Trinity A	Gay/Lesbian & Bi-Sexual Stud.	Credit
Orille, Shirley B	Bus/Office Tech/Small Bus	NonCredit
Osada, Luba	English As a Second Language	Credit
+ Osborne, Elliott Claud	Counseling New Students	Credit
+ Osborne, Marie J	Counseling New Students	Credit
Osterkamp, Margaret	Fashion	Credit
Ousdahl, Tracy A	English As a Second Language	NonCredit
Overton, Ann Vincent	English As a Second Language	NonCredit
Ow, Jeffrey A	Asian-American Studies	Credit
+ Owens, Juanita L	Counseling New Students	Credit
+ Owens, Rhonella C	Interdisciplinary Studies	Credit
Owings, Willa A	Child Dev. & Family Studies	NonCredit
Owings, Willa A	Child Dev. & Family Studies	Credit
+ Owyang, Douglas	Phys Education & Dance	Credit
Owyang, Gregory K	Fire Science	Credit
Owyang, Gregory K	Health Science	Credit
Padilla, Jose O	Apprenticeship	NonCredit
Padilla, Rodolfo	Bus/Office Tech/Small Bus	Credit
Padilla, Rodolfo	Bus/Office Tech/Small Bus	NonCredit
+ Padua, Joseph H	Counseling New Students	Credit
+ Padua, Joseph H	Asian Pacific Amer Student Sev	Credit
+ Palacio, Mitchell T	Phys Education & Dance	Credit
Pang, Francis W	Automotive/Trade Skills	Credit
Pang, Siu-Mi	Licensed Vocational Nursing	NonCredit
Pang, Wilma C	Music	Credit
Parayno, Michael Donat	Asian-American Studies	Credit
Park, John J	English	Credit
Parker, James	English As a Second Language	NonCredit
Parla Sanchez, Luis A	Foreign Languages	Credit
Parodi, Michael C	Phys Education & Dance	Credit
Parodi, Michael E	Phys Education & Dance	Credit
Parsley, Clifford M.	Trade Skills	NonCredit
+ Paz, Leo S	Phillipine Studies	Credit

Pearce, Richard S	Health Care Technology	Credit
Pearson, Sharon S	Art	Credit
Peirce, Pamela K	Environmental Hort & Floristry	Credit
Pena, Luz Maria	Financial Aid	NonCredit
Pena, Luz Maria	Financial Aid	Credit
Pender, Susan G	Disabled Stud Prog & Services	NonCredit
Pennekamp, Nancy	Language Center	Credit
Perez, Jorge L.	Financial Aid	Credit
+ Perez, Linda C	Bus/Office Tech/Small Bus	Credit
+ Perez, Linda C	Cul Arts & Hospitality Studies	Credit
Perry, Kathleen C	Photography	Credit
Perryman, John	Interdisciplinary Studies	Credit
Peterson, Christina Bo	English	Credit
Peterson, Ken L	Computer Science	Credit
+ Peterson, Sara T	Mathematics	Credit
Pham, Phong D	Phys Education & Dance	Credit
Phillips, Andrea S	African American Scholastic Pg	Credit
Phillips, Peggie	Biological Sciences	Credit
Pierce, Alicia	Phys Education & Dance	Credit
Pilgrim, Charlotte C	Foreign Languages	Credit
Pines, Arthur M	Broadcast Electronic Media Art	Credit
Pinna, Kathryn	Biological Sciences	Credit
+ Piontkowski, Dennis	Mathematics	Credit
+ Podenski, Francine	Broadcast Electronic Media Art	Credit
Pogge, Crima B	Biological Sciences	Credit
Poley, James A	Bus/Office Tech/Small Bus	Credit
Polos, Pamela C	English As a Second Language	Credit
Pon, Clarina S	Bus/Office Tech/Small Bus	Credit
Pong, Lawrence W	Biological Sciences	Credit
Porras, Gladys	Health Care Technology	Credit
Porras, Gladys	Health Care Technology	NonCredit
Poulin, Stephen R	English	Credit
Prado, Mathilde A	Health Care Technology	Credit
Pritchard, Cecilia R	Interdisciplinary Studies	Credit
Prunty, Donald J	Apprenticeship	NonCredit
Pugh, Robin E	Bus/Office Tech/Small Bus	NonCredit
Punsalan, Douglas	Film Production	Credit
Putnam, Douglas V	Computer Science	Credit
+ Quadra, Indiana G	Latin-American Studies	Credit
+ Quadra, Indiana G	Career Dev & Placement Ctr	Credit
Queen, Miriam H.	English As a Second Language	Credit
Quintana, Alejandro F	English As a Second Language	NonCredit
Raehse-Weber, Monika A	Foreign Languages	Credit
Rahman, Susan A	Child Dev. & Family Studies	NonCredit
Rains, Neil G	Architecture	Credit
+ Raju, Solomon N	Biological Sciences	Credit
+ Randolph, Alvin C	Counseling New Students	Credit
Raskin, Steven M	Photography	Credit
Rauchwerger, Deborah B	Bus/Office Tech/Small Bus	Credit
Raznick, Leonard	Social Science	Credit
Reinhard, Geoffrey G	English As a Second Language	Credit

EMPLOYEES: General Fund, Unrestricted

+ Reinhertz, Tannis C	Cul Arts & Hospitality Studies	Credit
Reitan, Carol H	Library Services	Credit
Ren, Ming	Art	Credit
Ren, Tiffany H	Dental Assisting	Credit
+ Rendon, Peggy T	Counseling New Students	Credit
Reppun, Diane J	Phys Education & Dance	Credit
Reppun, Susan M	Phys Education & Dance	Credit
Restivo, Douglas	Art	Credit
Resus, Araceli	Phillipine Studies	Credit
Reuben, Robert J	Graphic Communication	Credit
Revlock, Theodore F.J.	Architecture	Credit
+ Reyes, Joseph A	Biological Sciences	Credit
Reynolds, Linda	Art	Credit
Reynolds, Linda	English	Credit
Richards, Johnetta G	African-American Studies	Credit
Richardson, Catherine	Child Dev. & Family Studies	NonCredit
Richardson, Philip C	Computer Networking & InfoTech	Credit
+ Rico, Stephen M	Child Dev. & Family Studies	Credit
Riggs, Charles J	English	Credit
Riley, Sheila Marion	English As a Second Language	Credit
Rincon, Alberta M	Health Science	Credit
Rincon, Dory P	Health Care Technology	Credit
Rittenhouse, Amanda A	Health Science	Credit
Rizzo, Severin V	Trade Skills	NonCredit
Roake, Anne Marie	Phys Education & Dance	Credit
+ Roaman, Chester A	English As a Second Language	Credit
Robbins, Jan S.	Older Adults	NonCredit
Roberts, David M	Phys Education & Dance	Credit
Roberts, Judith Ann	Technology-Mediated Instruct'n	Credit
Robertson, Stephen W	Apprenticeship	NonCredit
Robinson, Karen F	Counseling Continuing Students	Credit
Rochmis, Jon	Journalism	Credit
Rockwell, John Steven	Phys Education & Dance	Credit
Rollins, Cyane B	Interdisciplinary Studies	Credit
Romaine, Dianne L	Older Adults	NonCredit
Romano, Lisa C.	Counseling New Students	Credit
Romero, Manuel G	Trade Skills	NonCredit
Rose, Murielle T E	Behavioral Sciences	Credit
Rosenbaum, Leanna L	Instructional Computing Lab	Credit
Rosenberg, Jerrold	Social Science	Credit
Rosenberg, Stephanie C	Bus/Office Tech/Small Bus	NonCredit
+ Rosenthal, Nadine	Learning Assistance	Credit
+ Roth, Robin H	Health Science	Credit
Rowley, Shaun E.	Learning Assistance	Credit
Ruane, Susan H	Child Dev. & Family Studies	Credit
Rubenstein, Deborah A	Health Care Technology	Credit
Rubenstein, Steven M	Chemistry	Credit
Rubin, Stephen R	Computer Networking & InfoTech	Credit
Ruess, Julia	Instructional Computing Lab	Credit
Ruess, Julia	Computer Science	Credit
Ruess, Julia	Interdisciplinary Studies	Credit

Ruggiero, Cristina M	Social Science	Credit
Ruiz, Marvin A	Outreach and Recuitment	Credit
Ruiz, Michael L	Art	Credit
Ruiz, Michael L	Interdisciplinary Studies	Credit
Rush, Helen	Bus/Office Tech/Small Bus	NonCredit
Russakovskii, Yevgeniy	Mathematics	Credit
Russo, Cathy E	Health Science	Credit
Russo, Gloria	Foreign Languages	Credit
Rustigan, Hiromi	Foreign Languages	Credit
+ Rustigan, James V	English	Credit
Ryan, Lawrence M	Administration of Justice	Credit
Ryan-Garrison, Kate	Financial Aid	Credit
+ Ryder, Margaret E	English As a Second Language	Credit
+ Safier, Fred J	Mathematics	Credit
+ Saginor, Karen	Library Services	Credit
Sakai, Yayoi A	Environmental Hort & Floristry	Credit
Sanchez, Jorge	Interdisciplinary Studies	Credit
Sangiorgio, Frederick	Counseling Continuing Students	Credit
+ Saniee, Fariborz F	Engineering & Technology(Weld)	Credit
+ Saniee, Fariborz F	Computer Networking & InfoTech	Credit
+ Santos, Donald A	Art	Credit
Sardalla, Gaspar L	Interdisciplinary Studies	Credit
Sardalla, Gaspar L	Social Science	Credit
Sato, Keiko	Foreign Languages	Credit
Sausa, Lydia A	Health Science	Credit
Sayed, Javaid A	Interdisciplinary Studies	Credit
Schall, Susan M	English As a Second Language	NonCredit
Schaub, Kevin R	Career Link	Credit
Scheerer, Richard G	Biological Sciences	Credit
+ Schubert, Louis E	Social Science	Credit
Schug, Matthew	Automotive/Trade Skills	Credit
Schulz, Henry William	Behavioral Sciences	Credit
+ Schurer, Linda E	English As a Second Language	Credit
Schuricht, Robert N	English As a Second Language	NonCredit
Schwartz, Judith A	Older Adults	NonCredit
Schwartz, Marvin L	English As a Second Language	NonCredit
Scott, Rodger K	African American Scholastic Pg	Credit
Scudder, Laura L	Bus/Office Tech/Small Bus	Credit
Selleck, Denise F	English As a Second Language	NonCredit
Sengupta, Susmita	Biological Sciences	Credit
+ Seymour, Sharon S	English As a Second Language	Credit
Shahani, Michael	Music	Credit
+ Shanahan, Maureen	Health Care Technology	Credit
Shannon, Michael J	Film Production	Credit
+ Shardlow, George	Behavioral Sciences	Credit
Shasky, Joseph Philip	Apprenticeship	NonCredit
Shaw, Deborah A	Music	Credit
Shaw, Deborah A	Theater Arts	Credit
Shea III, Daniel T.	Apprenticeship	NonCredit
Shea, Kevin M	Phys Education & Dance	Credit
Sheffield, Eugene	Journeyman-Training	NonCredit

EMPLOYEES: General Fund, Unrestricted

Shin, Susan L	English As a Second Language	NonCredit
Sieglitz, Michele R	Broadcast Electronic Media Art	Credit
Sigauke, Emmanuel	English	Credit
Silver, Dale L.	English As a Second Language	NonCredit
+ Simon, Leslie B	Women's Studies	Credit
+ Simon, Leslie B	Interdisciplinary Studies	Credit
Simpson-Baczek, Wanda	Earth Sciences	Credit
Skinner, James	Fire Science	Credit
Skinner, Janey E	Health Science	Credit
Slates, Cynthia A	English	Credit
Smernes, Anastasia	Health Care Technology	Credit
Smith, Arthur J	Journeyman-Training	NonCredit
Smith, Natalie	Fashion	Credit
Smith, Ronda L.	Bus/Office Tech/Small Bus	Credit
Smith, Steven L.	Art	Credit
Smith, Terrill C	Biological Sciences	Credit
Sneed, Jane W	Learning Assistance	Credit
Sneed, Jane W	Transitional Studies	Credit
Soller, Robert S	English	Credit
+ Solow, Michael Alan	Chemistry	Credit
Sowerby, David F	Behavioral Sciences	Credit
Spano, Giorgio	Foreign Languages	Credit
+ Sparks, Jack D.	Counseling Continuing Students	Credit
Spears, David H	English	Credit
Spears, Deanne K	English	Credit
Spears, Deanne K	Learning Assistance	Credit
+ Spingola-Connolly, Jea	Counseling New Students	Credit
Spragens, Gillian A	Photography	Credit
+ Srouji, Ghassan	Mathematics	Credit
Stanley, Helen	Art	Credit
Stefanova, Irena S	Foreign Languages	Credit
Stein, Ron R.	English As a Second Language	Credit
Stellman, Christopher	Cul Arts & Hospitality Studies	Credit
Stepanek, Gail A	Phys Education & Dance	Credit
Stering, Edward L	Foreign Languages	Credit
Stevenson, David R	Graphic Communication	Credit
Stewart, Elizabeth W	Learning Assistance	Credit
Stoffers, Peter Louis	Counseling Continuing Students	Credit
Stoops, Barbara J.	English As a Second Language	NonCredit
Stout, Adelia D	Health Science	Credit
Strasser-Maccoll, Dhar	Art	Credit
Straus, Amber C	Interdisciplinary Studies	Credit
Straus, Amber C	Transitional Studies	NonCredit
Strausberg, Betsy Ruth	Health Science	Credit
Streckfuss, Jeanne W	Phys Education & Dance	Credit
Strid, Jerri L	English As a Second Language	NonCredit
Strunk, Christopher D	Bus/Office Tech/Small Bus	Credit
Sullivan, Janice Marie	Fashion	NonCredit
Suttle, Peter F	English As a Second Language	Credit
Swann, Eugene	Social Science	Credit
Szajko, Lidia A	Film Production	Credit

Tabarracci, Jenny	Environmental Hort & Floristry	Credit
Tagaloa, Vaosa U	Interdisciplinary Studies	Credit
Tagg, Brian	Apprenticeship	NonCredit
Tai, Julia M	English As a Second Language	NonCredit
Takamatsu, Nobuko	Foreign Languages	Credit
+ Tan, Bie H	Mathematics	Credit
Tang, Gayle Kit-Lim	Health Science	Credit
+ Tang, Paul S	Mathematics	Credit
Tartak, Marvin H	Music	Credit
Taylor, Terri	Counseling Continuing Students	Credit
Tenge, Marijke	Institute for Int'l Students	Credit
Tenge, Marijke	English As a Second Language	Credit
+ Teti, Frederick Anthon	Mathematics	Credit
Texson-Foli, Henry T	Social Science	Credit
Thaggert, Henry Laymel	Mathematics	Credit
+ Thiry, Pierre S	Computer Networking & InfoTech	Credit
+ Thomas, Barbara E	Career Dev & Placement Ctr	Credit
+ Thompson, Sarah	Counseling Continuing Students	Credit
Thormann, David G	English As a Second Language	NonCredit
+ Thornburg, Janet	English As a Second Language	Credit
+ Thornton, Kyle Richard	Diagnostic Medical Imaging	Credit
Tocchini, Ronald J	Foreign Languages	Credit
+ Toebe, Carole Sutherla	Biological Sciences	Credit
Tom, Janet	Library Services	Credit
Toney, Anita K	Art	Credit
Tong, Philip T	Bus/Office Tech/Small Bus	Credit
Tong, Philip T	Bus/Office Tech/Small Bus	NonCredit
+ Torres, Chita	Licensed Vocational Nursing	Credit
Toruno, Javier	Foreign Languages	Credit
Toth, Andrea	English As a Second Language	Credit
Townsell, Frank V	Music	Credit
+ Tracy, June A	English As a Second Language	Credit
Tragardh, Thomas	English As a Second Language	Credit
Trammell, Floyd W	Bus/Office Tech/Small Bus	NonCredit
Treanor, Frank R.	Fire Science	Credit
Treanor, Frank R.	Health Science	Credit
Tricaró, Robert C	Biological Sciences	Credit
+ Truong, Barbara B	Counseling New Students	Credit
Tsui, Philip S	Behavioral Sciences	Credit
Tsui, Stephen	Bus/Office Tech/Small Bus	Credit
Turner, Holman	Photography	Credit
Turner, Judith A.	Child Dev. & Family Studies	Credit
Turner, Sharon Yael	Health Science	Credit
Tyau, Gaylore C	Bus/Office Tech/Small Bus	Credit
+ Ubungen, Dennis F	Outreach and Recruitment	Credit
+ Ubungen, Dennis F	Counseling New Students	Credit
+ Ubungen, Josephine M	Career Dev & Placement Ctr	Credit
Uchida, Hideki R	Bus/Office Tech/Small Bus	Credit
Uchima-Decena, Akemi	Foreign Languages	Credit
Udell, Simon M	Architecture	Credit
Ulrey, Stefanie Anne	English As a Second Language	NonCredit

Umurhan, Orkan M	Astronomy	Credit
Unterseher, Chris	Art	Credit
Urman, Roman	Mathematics	Credit
+ Valentine, Alexander M	Library Services	Credit
Valesco, Frances K.	Art	Credit
Valesco, Frances K.	Bus/Office Tech/Small Bus	NonCredit
Valiente, Hervig	Counseling Continuing Students	Credit
Vallas, Peter T	Library Services	Credit
+ Van Dyke, Marcia G	Student Health	Credit
Van Ecke, Yolanda H.	Behavioral Sciences	Credit
Van Hasselt, Jade G	Child Dev. & Family Studies	Credit
Van Zevern, Claire	Social Science	Credit
Van, Charles C	Bus/Office Tech/Small Bus	Credit
Vance, Caroline E	Child Dev. & Family Studies	Credit
Vasquez, Eugenia	Biological Sciences	Credit
+ Vasquez, Maria C	Latino Services Network	Credit
+ Vasquez, Miguel A	Foreign Languages	Credit
Vaughn, Sandra Ann	Transitional Studies	NonCredit
+ Vayngortin, Lev D	Mathematics	Credit
Vela-Bueno, Jose C	Art	Credit
Veltri, Daniel B	Broadcast Electronic Media Art	Credit
Ventura, John L	English As a Second Language	Credit
+ Verdugo, Diana L	Cal Works	Credit
+ Verdugo, Diana L	Scholarship	Credit
Villela, Valorie L	Consumer Education	NonCredit
Vincent, Frederick L	African-American Studies	Credit
Viramontes, Xavier	Art	Credit
+ Vitorelo, Joan C	Counseling International Study	Credit
Vo, Danny	Mathematics	Credit
Wallis, Diane K	English As a Second Language	NonCredit
Walsh, John J	English	Credit
Wang, Jean F	Foreign Languages	Credit
+ Wang, Tien R	Foreign Languages	Credit
Waterhouse, Dennis D	Disabled Stud Prog & Services	NonCredit
Watson, Valerie M	Phys Education & Dance	Credit
Waugh, Sandra	English	Credit
Webb, Yvonne Junaita	Bus/Office Tech/Small Bus	NonCredit
Webster, Carlos	African American Scholastic Pg	Credit
Webster, Carlos	Counseling New Students	Credit
Weinberg, Gary L	English As a Second Language	Credit
Weinstein, Robert J	Apprenticeship	NonCredit
Weinstock, Gloria M	Theater Arts	Credit
Weldon, Aubrey W	Bus/Office Tech/Small Bus	Credit
Wesley, Jacqueline	Phys Education & Dance	Credit
Wesley, James A	Apprenticeship	NonCredit
+ West, Ann	English	Credit
Weston, Gary Steven	Physics	Credit
Weston, Jeffrey J	Photography	Credit
+ Wetzell, Cherie L	Biological Sciences	Credit
+ White, Austin	Social Science	Credit
+ White, Kathleen C	Child Dev. & Family Studies	Credit

EMPLOYEES: General Fund, Unrestricted

	White, Raymond R	Biological Sciences	Credit
+	Whitehead, John	Social Science	Credit
	Whitlatch, Norman	Physics	Credit
	Wick, Corinne S	English	Credit
+	Wilde, John W	Disabled Stud Prog & Services	Credit
	Wiley, Helen L	Library Services	Credit
	Wilk, John R	Theater Arts	Credit
+	Wille, Patrick	Bus/Office Tech/Small Bus	Credit
	Willett, John Hunter	English As a Second Language	Credit
	Williams, Kevin J	Interdisciplinary Studies	Credit
	Williams, Kirstin E	Phys Education & Dance	Credit
	Williams, Maria M	Bus/Office Tech/Small Bus	NonCredit
	Williams, Rufus L	Bus/Office Tech/Small Bus	Credit
	Williams, Rufus L	Bus/Office Tech/Small Bus	NonCredit
	Williamson, Kovak C	Bus/Office Tech/Small Bus	NonCredit
	Williamson, Stephanie	Photography	Credit
	Wilmot, Alyssa	Phys Education & Dance	Credit
	Wilner, Lorraine	Fashion	Credit
	Wilson, Margaret M	Bus/Office Tech/Small Bus	NonCredit
	Wilt, Tifani L	Fashion	Credit
	Wise, Kim A	African American Scholastic Pg	Credit
	Wise, Nicole Y	Counseling New Students	Credit
+	Wolf, Kathleen G	English As a Second Language	Credit
	Wolter, Romanus	Bus/Office Tech/Small Bus	NonCredit
	Wong Mineta, Christine	Health Science	Credit
+	Wong, Jamie Miye	Phys Education & Dance	Credit
	Wong, Jane S	Bus/Office Tech/Small Bus	NonCredit
	Wong, Khena S	Foreign Languages	Credit
	Wong, Lance Y.	Phys Education & Dance	Credit
	Wong, Manuel K	Child Dev. & Family Studies	Credit
+	Wong, Paul	Counseling International Study	Credit
	Wong, Sebastian E	Health Care Technology	Credit
	Wong, Wen Yee C	Foreign Languages	Credit
	Wongprasert, Tanichya	Technology-Mediated Instruct'n	Credit
	Woods, Anthony D	Bus/Office Tech/Small Bus	Credit
	Worley, Jennifer G	English	Credit
	Wright, Etsuko T	Foreign Languages	Credit
	Wu, Jing	Foreign Languages	Credit
	Wynne, Patricia	Labor and Community Studies	Credit
	Wynne, Patricia	Music	Credit
	Yamashiro, Lisa	Consumer Education	NonCredit
	Yamashiro, Lisa	Consumer Education	Credit
	Yan, Aimee Y	Consumer Education	NonCredit
	Yan, Helen Yuet-Kum	Physics	Credit
	Yan, Jimmy L	Health Science	Credit
	Yang, Mary W	English As a Second Language	NonCredit
	Ye, Gordon H.	Earth Sciences	Credit
	Ye, Gordon H.	Engineering & Technology(Weld)	Credit
+	Yee, Christina	Library Services	Credit
+	Yee, David	Physics	Credit
+	Yee, Sue L	Counseling New Students	Credit

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Unrestricted

+ Yim, Leslie K	Radiologic & Imaging Technolgy	Credit
Yin, Dominic David	Administration of Justice	Credit
+ Yiu, Winnie Lai Fai	Counseling New Students	Credit
+ Yngojo, Marcus R	Counseling New Students	Credit
Young, Annie M	Library Services	Credit
Young, Julie C.	English	Credit
+ Young, Paul G	Biological Sciences	Credit
Yu, Grace	Foreign Languages	Credit
Yu, Howard K	Counseling New Students	Credit
+ Yu, Raymond K	Counseling New Students	Credit
Yuan, Steven	Trade Skills	NonCredit
Yung, Robert S	English As a Second Language	NonCredit
Zahedi, Shaye Z	Biological Sciences	Credit
Zahedi, Shaye Z	Interdisciplinary Studies	Credit
Zaminsky, Mena K	Health Science	Credit
Zelaya, Manuel	Bus/Office Tech/Small Bus	Credit
Zendejas, Salvador	Social Science	Credit
Zetes, Kathleen	Child Dev. & Family Studies	Credit
Zimmerman, Carin C	Biological Sciences	Credit
Zimmerman, Michele	Foreign Student Advising	NonCredit
+ Zlotnick, Jan F	Health Science	Credit
Zone, Stephanie Ann	Behavioral Sciences	Credit

G1 Spring 2005: 1255

Total for G1: 1274

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments for the semester, department and restricted program shown. Employment is contingent upon funds available in the applicable restricted program. Employment is contingent upon adequate class enrollment, possession of applicable minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non-instructional rates as provided by Article 20 of the AFT contract. Total assignments for temporary part-time academic employees shall not exceed 60% of the hours per week considered a full-time assignment for regular employees having comparable duties. Total overload/extra pay assignments for full-time academic employees shall be in accordance with the relevant provisions of the appropriate bargaining contracts and the City College of San Francisco Faculty Handbook.

FALL 2004

(+: Full-time overload/extra pay)

(*: New hourly academic employee)

<u>Name</u>	<u>Department</u>	<u>Grant</u>	<u>Division</u>
+ Brown, Brenda M	Counseling New Students	Matriculation Credit 04-05	Credit
Lee, Quinci S	Counseling New Students	Matriculation Non-Credit 04-05	Credit
+ Yngojo, Marcus R	Counseling New Students	Matriculation Credit 04-05	Credit

G2 Fall 2004: 3

SPRING 2005

(+: Full-time overload/extra pay)

(*: New hourly academic employee)

<u>Name</u>	<u>Department</u>	<u>Grant</u>	<u>Division</u>
Brown, Geoffrey Paul	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	NonCredit
Brown, Geoffrey Paul	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	Credit
+ Chen, Pearl B.	Counseling New Students	Matriculation Non-Credit 04-05	Credit
+ Cheng, Eva Yuen-Wan	Counseling New Students	Matriculation Non-Credit 04-05	NonCredit
+ Chin, Jessie C	Counseling New Students	Matriculation Non-Credit 04-05	Credit
Chuck, Terence Albert	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	Credit
Chuck, Terence Albert	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	NonCredit
Devereaux, Mary P	English As a Second Language	Matriculation Non-Credit 04-05	Credit
Duffy, Kathleen Susan	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	NonCredit
Duffy, Kathleen Susan	Disabled Stud Prog & Services	Disabled Student Excess Cost 02-03	Credit
Duffy, Kathleen Susan	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	Credit
+ Gillette, Linda J	English As a Second Language	Matriculation Credit 04-05	Credit
+ Gillette, Linda J	English As a Second Language	Matriculation Credit 04-05	NonCredit
Gold, Marc L	Counseling New Students	Matriculation Non-Credit 04-05	NonCredit
Guiuan, Antonio S	Extended Oppo Prog & Services	EOPS 04-05	Credit
+ Hom, Grace	Counseling Transfer Students	Matriculation Credit 04-05	NonCredit
+ Johnson, Paul L	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	NonCredit
Lee, Quinci S	Counseling New Students	Matriculation Non-Credit 04-05	NonCredit
Magalong, Philip V	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	NonCredit
Magalong, Philip V	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	Credit
Martinez, Antonio E.	Counseling New Students	Matriculation - Credit 99-00	NonCredit
Martinez, Antonio E.	Counseling New Students	Matriculation - Credit 99-00	Credit
Michelucci, Mabel L	Extended Oppo Prog & Services	EOPS 04-05	Credit
+ Moriwaki, Kathleen M	Matriculation	Matriculation Credit 04-05	NonCredit
Orzech, David	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	Credit

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Restricted

+ Osborne, Marie J	Counseling New Students	Matriculation - Credit 99-00	NonCredit
+ Padua, Joseph H	Counseling New Students	Matriculation Credit 04-05	Credit
+ Padua, Joseph H	Counseling New Students	Matriculation Credit 04-05	NonCredit
Rachels, Karen R	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	Credit
+ Randolph, Alvin C	Counseling New Students	Matriculation - Credit 99-00	Credit
+ Randolph, Alvin C	Counseling New Students	Matriculation - Credit 99-00	NonCredit
+ Roberts, Laurie	English As a Second Language	Matriculation Credit 04-05	Credit
+ Roberts, Laurie	English As a Second Language	Matriculation Credit 04-05	NonCredit
+ Shoaf, William A	English As a Second Language	Matriculation Credit 04-05	NonCredit
+ Spingola-Connolly, Jeanni	Counseling New Students	Matriculation Non-Credit 04-05	NonCredit
+ Tam, Mo-Shuet	English As a Second Language	Matriculation Credit 04-05	Credit
+ Tam, Mo-Shuet	English As a Second Language	Matriculation Credit 04-05	NonCredit
Tragardh, Thomas	English As a Second Language	Matriculation Credit 04-05	NonCredit
Tragardh, Thomas	English As a Second Language	Matriculation Credit 04-05	Credit
Truong, Nina M	Counseling New Students	Matriculation - Credit 99-00	NonCredit
Vanderslice, Anne F.	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	Credit
Vanderslice, Anne F.	Disabled Stud Prog & Services	Disabled Student Excess Cost 04-05	NonCredit
+ Walsh, Laura	English As a Second Language	Matriculation Credit 04-05	NonCredit
Watson, John E	Counseling New Students	Matriculation Non-Credit 04-05	NonCredit
Webster, Carlos	Counseling New Students	Matriculation Non-Credit 04-05	NonCredit
Wise, Kim A	Counseling New Students	Matriculation - Credit 99-00	Credit
Wise, Kim A	Counseling New Students	Matriculation - Credit 99-00	NonCredit
+ Yee, Sue L	Counseling New Students	Matriculation Non-Credit 04-05	NonCredit
Yu, Howard K	Counseling New Students	Matriculation Non-Credit 04-05	NonCredit
Yu, Howard K	Counseling New Students	Matriculation Non-Credit 04-05	Credit
+ Zanetto, Janet S	English As a Second Language	Matriculation Credit 04-05	Credit
+ Zanetto, Janet S	English As a Second Language	Matriculation Credit 04-05	NonCredit

G2 Spring 2005: 52

Total for G2: 55

Total Records: 1329

050127 – G3

Full-Time

First Year

Contract

RESOLVED: That on the effective dates indicated, the following named academic employees be appointed as full-time faculty. Appointment shall be contingent upon verification of satisfactory physical examination, a tuberculosis clearance, and completion of appropriate District documents. Salary shall be in accordance with the current salary schedule (Contract and Regular faculty):

<u>NAME</u>	<u>DEPARTMENT/CAMPUS</u>	<u>STATUS</u>	<u>REPLACEMENT FOR</u>	<u>EFFECTIVE DATES</u>
GUIUAN, Antonio	Extended Opportunity Programs & Services / Ocean Avenue	First Year Contract	New 123610-6440-1240-6430-C FN9616	01/13/05
KESSLER, Steven	Biological Sciences / Ocean Avenue	First Year Contract	Ed Bedecarrax U-7224-1120-0400-C FN9888	01/13/05
MBOLO, Billington	Transitional Studies / John Adams	First Year Contract	Jack Cerone U-7347-1120-4900-N FF9730	01/13/05
WISE, Kim	African American Scholastic Programs / Ocean Avenue	First Year Contract	New U-6464-1240-6499-C FN9624	01/28/05

050127 – G4

Academic Employees
Temporary Appts
Tenure Review

RESOLVED: That resolutions 041028-G3 and 041118-G3, Academic Employees Temporary Appts Tenure Review for the period of August 18, 2004 through December 21, 2004, be amended in part to show the following:

NAME	CHANGE HOURS		TO: (December)	ADD	DEPT	PROGRAM
	FROM: (August)					
Borrazas, James	9		18		ESL	7612
Jabbar, Abdul				18	ENGL	7512
Lum, Jerry	9		18		ARCH	7208
Markham, Diana	9		18		PHYC	7260
Sneed, Jane	27		49		TRST	7347
Sparks, Jack	17		26		COUN-C	6472
Vasquez, Maria				9	COUN-N	6474

050127 – G5

Leave of
Absence

RESOLVED: That for the effective dates shown the following named academic personnel be granted leave of absence:

NAME	DEPARTMENT/CAMPUS	CONTRACT SECTION	EFFECTIVE DATES
Stewart, Barbara	ESL/John Adams	17.P 40%	09/08/04 – 12/21/04

050127 – G6
Amendment
to Resolution

RESOLVED: That Resolution 031216 – G4, Reduced Workload Pre-Retirement Reduction, be amended in part to show the following:

NAME	DEPARTMENT/CAMPUS	TERMS OF DUTY	EFFECTIVE DATES
<u>CHANGE</u> <u>FROM:</u>			
Stewart, Barbara <u>CHANGE</u> <u>TO:</u>	ESL/Ocean	Work 60% every Fall and Spring	Spring 2004 through Fall 2013
Stewart, Barbara	ESL/Ocean	<u>CANCEL PER EMPLOYEE</u> <u>REQUEST AND DISTRICT</u> <u>AGREEMENT</u>	<u>Spring 2004 through Spring 2004</u>

050127 – G7
Amendment
to Resolution

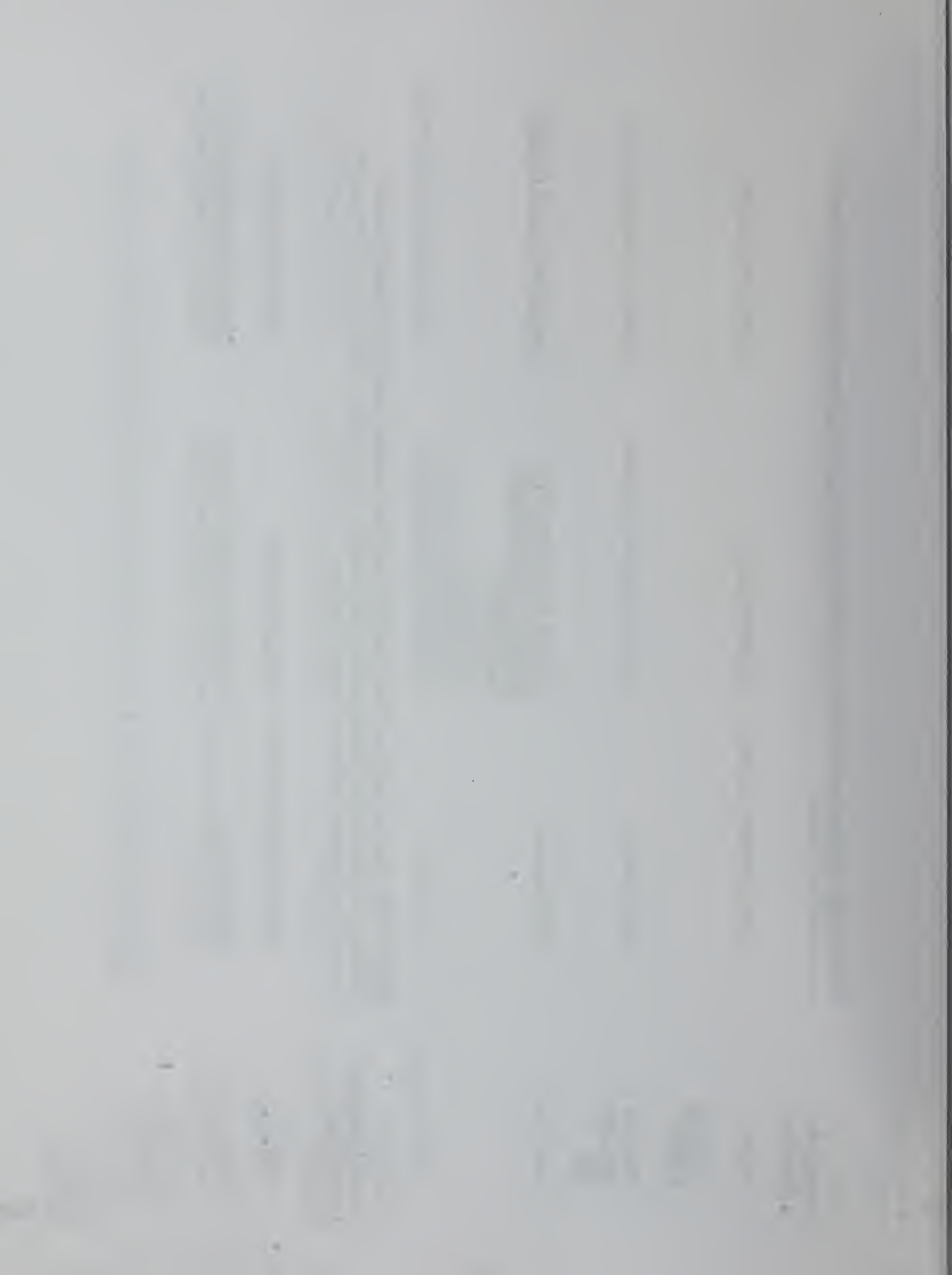
RESOLVED: That Resolution 031030 – G8, Reduced Workload Pre-Retirement Reduction, be amended in part to show the following:

NAME	DEPARTMENT/CAMPUS	TERMS OF DUTY	EFFECTIVE DATES
<u>CHANGE</u> <u>FROM:</u> Mars, Ton Y.	ESL/Chinatown	Work 80% every Fall and Spring	Spring 2004 through Fall 2013
<u>CHANGE</u> <u>TO:</u> Mars, Ton Y.	ESL/Chinatown	<u>CANCEL PER EMPLOYEE</u> <u>REQUEST AND DISTRICT</u> <u>AGREEMENT</u>	<u>Spring 2004 through Fall 2004</u>

050127 – G8
Reduced Workload
Pre-Retirement
Reduction

RESOLVED: That the Academic Year indicated the following academic personnel be granted Reduced Workload - Pre-Retirement Reduction status at City College of San Francisco, subject to receipt of approval from the State Teachers' Retirement System, as follows:

NAME	DEPARTMENT/CAMPUS	TERMS OF DUTY	EFFECTIVE DATES
Carrasco, Linda Seeto, Big-Qu C.	ESL/Downtown ESL/Downtown	Work 80% every Fall and Spring Work 80% every Fall and Spring	Spring 2005 through Fall 2014 Spring 2005 through Spring 2014





CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

H1-H3

DATE: January 27, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor
Subject: Academic Employees (Faculty)
Credit Program/Non-Credit Program
Categorically Funded
City College of San Francisco
(Resolutions Nos. 050127-H1-H3)

BACKGROUND INFORMATION:

Resolutions 050127-H1-H3 cover categorically funded temporary academic employees appointments and/or other related personnel transactions pursuant to the provision of California Education Code #87470. All Appointments are classified as temporary, when services are required and funds are provided. Board of Trustees approval is required.

The following resolutions are recommended for adoption.

SHARED GOVERNANCE REVIEW:

Yes:____; No: X : If yes, which committee:_____

Date of Review:_____

(A negative response indicates that a review is not necessary.)

Clara Starr, Originator

BOARD OF TRUSTEES

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DR. PHILIP R. DAY, JR., CHANCELLOR

H1-H3

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments for the semester, department and grant shown. Employment is pursuant to Education Code section 87470 and contingent upon funds available in the applicable Grant/Contract. Employment is contingent upon adequate class enrollment, possession of applicable required minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non-instructional rates as provided by Article 20 of the AFT contract. Total assignments for temporary part-time faculty shall not exceed 60% of the hours per week considered a full-time assignment for regular employees having comparable duties. Total overload/extra pay assignments shall be in accordance with the relevant provisions of the appropriate bargaining contract and the City College of San Francisco Faculty Handbook.

FALL 2004

(+: Full-time overload/extra pay)

(*: New hourly academic employee)

Name	Department	Grant	Division
Bonilla, Jose Dani	Contract Education	Meitetsu Travel Co.	NonCredit
Cafferata, Corey	Contract Education	Meitetsu Travel Co.	Credit
Cafferata, Corey	Contract Education	Meitetsu Travel Co.	NonCredit
+ Chan, Nora L	Contract Education	Meitetsu Travel Co.	Credit
+ Chan, Nora L	Contract Education	Meitetsu Travel Co.	NonCredit
+ Chin, Tina W	English As a Second Language	English Literacy & Civic Ed Grnt Y3	Credit
+ Cook, Venette	Vocational Education	IDRC - Healthcare Tech #04-326-26	Credit
* Currie, John Jose	Vocational Education	VTEA 1C 2004-2005	Credit
Dinkins, Shari H	English	Calworks Program 04-05	Credit
Duke, Lisa Mari	Vocational Education	ECO-ATTC 04-05 CT 04-301-001	Credit
+ Fiore, Linda J	Contract Education	Meitetsu Travel Co.	NonCredit
+ Fiore, Linda J	Contract Education	Meitetsu Travel Co.	Credit
Goldstein, Augusta Alcy	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Gormley, James W	Transitional Studies	ABE 321/Workforce Investment 04-05	Credit
+ Guthrie, Michael J	Contract Education	Meitetsu Travel Co.	NonCredit
+ Guthrie, Michael J	Contract Education	Meitetsu Travel Co.	Credit
Haynes, Lynetta D	Southeast Campus	Mayors Office Criminal Justice 04-0	Credit
Ishibashi, Jean T	Cal Works	Calworks Program 04-05	Credit
Krost, Mary Robe	Contract Education	SF Airport Commission-42	Credit
Krost, Mary Robe	Contract Education	SF Airport Commission-42	NonCredit
+ Lee, Thomas	English As a	English Literacy & Civic Ed Grnt Y3	English As a Sec
* Mc Kee, Frank R	Vocational Education	VTEA 1C 2004-2005	Credit
McMahan, Frank J	Contract Education	Private Company-Variou SMCT	Credit
McMahan, Frank J	Contract Education	Private Company-Variou SMCT	NonCredit
+ Mitchell, Kathleen	Matriculation	Year 3/T-3 Strengthening/Dev Progrm	Credit
Ng, Anthony	Contract Education	Meitetsu Travel Co.	NonCredit
Ng, Anthony	Contract Education	Meitetsu Travel Co.	Credit
+ Nishihira, Robert M.	Mentoring & Service Learning	VTEA 1C 2004-2005	Credit
+ Nishihira, Robert M.	Mentoring Program	Partnership for Excellence	Credit
+ Palacio, Mitchell T	Contract Education	Meitetsu Travel Co.	Credit
+ Palacio, Mitchell T	Contract Education	Meitetsu Travel Co.	NonCredit
Reed, Robert W	Transitional Studies	ABE 321/Workforce Investment 04-05	Credit
Rincon, Dory P	Contract Education	Meitetsu Travel Co.	NonCredit
Rincon, Dory P	Contract Education	Meitetsu Travel Co.	Credit

+ Sabolboro, Jessica U	Behavioral Sciences	Partnership for Excellence	Credit
Simeone, Chris E	Vocational Education	Advance Trans Tech Academy 04-05	Credit
Skinner, Janey E	Health Science	VTEA 1C 2004-2005	Credit
Stellman, Christopher J.	Cul Arts & Hospitality Studies	Partnership for Excellence	Credit
+ Stewart, Debra M	Child Dev. & Family Studies	HAAS-SFEC Prog Dev Initiative - Yr3	Credit
Tompkins, Raymond J	Southeast Campus	Mayors Office Criminal Justice 04-0	Credit

H1 Fall 2004: 40

SPRING 2005

(+: Full-time overload/extra pay)

(*: New hourly academic employee)

Name	Department	Grant	Division
Abel, Jennifer M	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
Abma, Deanna P	Vocational Education	Vatea- T3E Tech Prep 04-05	Credit
Abma, Deanna P	Articulation	Vatea- T3E Tech Prep 04-05	NonCredit
Auyeung, Mabel K	Child Dev. & Family Studies	SF Cares-Wu Yee Services YR2	Credit
+ Bair, Asatar P	Social Science	VTEA 1C 2004-2005	Credit
Balestreri, Katherine K	Contract Education	ECO-Workplace 04-05 CT#04-312-008	Credit
+ Bixler, Camilla	Vocational Education	VTEA 1C 2004-2005	Credit
+ Bixler, Camilla	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
Boegel, Thomas Paul	Computer Science	Telecommunications & Tech 02-04	NonCredit
Bornstein, Abigail J.	Computer Networking & InfoTech	Vatea- T3E Tech Prep 04-05	NonCredit
Buchsbaum, Jessica G	English As a Second Language	ABE 321/Workforce Investment 04-05	NonCredit
Burnick, Merle Toby	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Burt, Tracy C	Child Dev. & Family Studies	SF Cares-Wu Yee Services YR2	Credit
Byk, Lynn R	Student Health	Student Health Fees	Credit
Campos-Rojas, Marcia A	Vocational Education	VTEA 1C 2004-2005	Credit
Carrese, John Matt	Vocational Education	IDRC - Healthcare Tech #04-326-26	NonCredit
Carrese, John Matt	Contract Education	Ct. Ed SF Hotels Partnership Proj-4	Credit
Carrese, John Matt	Vocational Education	IDRC - Healthcare Tech #04-326-26	Credit
Carrese, John Matt	Bus/Office Tech/Small Bus	T1VB-Southeast Asia Bus & Int'l Ctr	NonCredit
Cataldo, Beth E	Interdisciplinary Studies	VTEA 1C 2004-2005	Credit
+ Clark, Robert M	African American Scholastic Pg	Spellman-Bridges- Baccalaur 04-05	Credit
+ Clark, Sunny L	Student Health	Student Health Fees	Credit
Conahan, Barbara J	Student Health	Student Health Fees	Credit
+ Cook, Venette	Vocational Education	IDRC - Healthcare Tech #04-326-26	NonCredit
Cox, Karen C	Vocational Education	VTEA 1C 2004-2005	Credit
+ Cozart Jr., Ulysses J	Small Business Development Ctr	SJSU/SBDC YR 2004	NonCredit
+ Cozart Jr., Ulysses J	Small Business Development Ctr	Eco-SBDC 04-05 CT#04-311-016	NonCredit
Crow, Kelli J	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Curl, Diana E	Child Dev. & Family Studies	SF Cares-Wu Yee Services YR2	Credit
Deng, Linda Y	Career Link	WIA/Pic-CA Rapid Response 04-05	Credit
Denney, Stephanie E	Vocational Education	VTEA 1C 2004-2005	Credit
+ Devine, Joanne D	Child Dev. & Family Studies	F & KCE 04-05	Credit
Dias, David M	Vocational Education	ECO-ATTC 04-05 CT 04-301-001	NonCredit
Dinkins, Shari H	English	Calworks Program 04-05	Credit
Donovan, Sharon Mari	Vocational Education	VTEA 1C 2004-2005	Credit
+ Drucker, Ronald	Vocational Education	VTEA 1C 2004-2005	Credit
Edwards, Sam J	Student Health	Student Health Fees	Credit
Edwardson, Lawrence H	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit

EMPLOYEES: Categorically Funded.

Ellis, Terry McCa	Contract Education	T4E-SFDHS Edgewood Training 03-05	NonCredit
Evans, Brenda T	Student Health	Student Health Fees	Credit
+ Fisher, Allan P	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Fleming, Anne-Marie	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Glines, Emily C	Americorp	FCCC-ALERT 04-05	Credit
Glines, Emily C	Americorp	FCCC-TRDP 04-05	Credit
Glines, Emily C	Americorp	FCCC/Americorp FYMP 04-05	Credit
Glines, Emily C	Americorp	FCCC-TRDP 04-05	NonCredit
Glines, Emily C	Americorp	FCCC-ALERT 04-05	NonCredit
Glines, Emily C	Americorp	FCCC/Americorp FYMP 04-05	NonCredit
Goode, Ruth	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Hasib, Shama T	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
Hovanesian, Suzanne A.	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
Isensee, Rik	Student Health	Student Health Fees	Credit
Ishibashi, Jean T	Child Dev. & Family Studies	HAAS-SFEC Prog Dev Initiative - Yr3	Credit
+ Johnson, Gregory A	Career Dev & Placement Ctr	Calworks Program 04-05	Credit
+ Johnson, Gregory A	Career Link	WIA/Pic-CA Rapid Response 04-05	NonCredit
Johnson, Vaneese E	Vocational Education	ECO-CACT 04-05 CT-04-302-009	NonCredit
Karay, Dean Nich	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Kearsley, Jeanne	English As a Second Language	ABE 321/Workforce Investment 04-05	NonCredit
+ Korey, Suzanne	Vocational Education	ECO-ATTC 04-05 CT 04-301-001	NonCredit
+ Korey, Suzanne	Vocational Education	Advance Trans Tech Academy 04-05	NonCredit
+ Labrie, Portia S	African American Scholastic Pg	Spellman-Bridges- Baccalaur 04-05	Credit
+ Lallas, James M	Engineering & Technology(Weld)	ECO-ATTC 04-05 CT 04-301-001	NonCredit
Lau, Pennie S	Contract Education	Ct. Ed SF Hotels Partnership Proj-4	Credit
Lewis, Christa M	English As a Second Language	ABE 321/Workforce Investment 04-05	NonCredit
Lewis, James Benn	Career Link	WIA/Pic-CA Rapid Response 04-05	NonCredit
Liu, Debra R	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Loo, Josephine S	Learning Assistance	Vatea- T3E Tech Prep 04-05	Credit
Luckey, Bernadine Cori	Contract Education	T4E-SFDHS Edgewood Training 03-05	NonCredit
Luckey, Bernadine Cori	Child Dev. & Family Studies	F & KCE 04-05	Credit
+ Lum, Jerry W	Vocational Education	VTEA 1C 2004-2005	Credit
Lyau, Pamela W	Contract Education	ECO-Joint Partnership 03-04	NonCredit
Macale, James R	Financial Aid	Board of Financial Aid Prog 03-04	Credit
Macale, James R	Learning Assistance	Board of Financial Aid Progrm 04-05	Credit
MacAndrew, Ann L	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Magee, William P	Contract Education	T4E-SFDHS Edgewood Training 03-05	NonCredit
Manukova, Sophia Arca	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Marks, Shirley M.	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Martini, Diane Chri	Child Dev. & Family Studies	St. Preschool FD 04-05 GWAP	NonCredit
+ McCarthy, Denise Kath	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
McCrosky, Stephen	Student Health	Student Health Fees	Credit
McCuskey, Sarah C	Student Health	Student Health Fees	Credit
McGlothlin, Joanne M	Child Dev. & Family Studies	HAAS-SFEC Prog Dev Initiative - Yr3	Credit
McMahan, Frank J	Contract Education	T4E-SFDHS Edgewood Training 03-05	NonCredit
McNichol, Julita B	Vocational Education	VTEA 1C 2004-2005	Credit
+ Meunier-Fiebelkorn, Murie	Child Dev. & Family Studies	St. Preschool FD 04-05 GWAP	NonCredit
+ Meunier-Fiebelkorn, Murie	Child Dev. & Family Studies	F & KCE 04-05	Credit
+ Meunier-Fiebelkorn, Murie	Child Dev. & Family Studies	Partnership for Excellence	Credit
+ Mireles, Enrique	Child Dev. & Family Studies	CPEC-Teach to Advance SAMS-YR1	Credit
+ Morales, Leslie	Vocational Education	Vatea- T3E Tech Prep 04-05	Credit

EMPLOYEES: Categorically Funded.

+ Nishihira, Robert M.	Vocational Education	VTEA 1C 2004-2005	Credit
Okamoto, Nancy	Student Health	Student Health Fees	Credit
Parcell, Celeste J	Career Link	Calworks Program 04-05	NonCredit
Parcell, Celeste J	Career Link	Calworks Program 04-05	Credit
+ Pauly, Malinda E	Vocational Education	VTEA 1C 2004-2005	Credit
Pena, Luz Mari	Learning Assistance	Board of Financial Aid Progrm 04-05	Credit
Perez, Jorge L.	Learning Assistance	Board of Financial Aid Progrm 04-05	Credit
Persiko, Craig A	Vocational Education	VTEA 1C 2004-2005	Credit
+ Picar, Deborah J	Vocational Education	ECO-ATTC 04-05 CT 04-301-001	NonCredit
+ Picar, Deborah J	Vocational Education	ECO-CACT 04-05 CT-04-302-009	NonCredit
Pogge, Crima B	Vocational Education	VTEA 1C 2004-2005	Credit
Polk, Andrea	Student Health	Student Health Fees	Credit
Quan, Lisa Ling	Child Dev. & Family Studies	CA Early Childhood Mentoring 03-04	Credit
Rahman, Susan A	Child Dev. & Family Studies	Kirkwood Family Foundation	NonCredit
Raskin, Steven M	Vocational Education	VTEA 1C 2004-2005	Credit
Redfern, Mary A	Student Health	Student Health Fees	Credit
Reichman, Linda K	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
Rigg, Todd M	Vocational Education	VTEA 1C 2004-2005	Credit
+ Rosales-Urbe, Maria	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
Rothe, Marianne	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
Ryan-Garrison, Kate	Career Link	WIA/Pic-CA Rapid Response 04-05	Credit
Sanford, Curt Neal	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
+ Scholnick, Nadia F	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
Slates, Cynthia A	Vocational Education	VTEA 1C 2004-2005	Credit
Sohr, Deborah M	Student Health	Student Health Fees	Credit
St. John, Alicia Rose	Vocational Education	VTEA 1C 2004-2005	Credit
Stewart, Elizabeth W	Learning Assistance	Partnership for Excellence	Credit
Storey, Brenda Y.	Contract Education	T4E-SFDHS Edgewood Training 03-05	NonCredit
Trasvina, Nicky R	Career Link	WIA/Pic-CA Rapid Response 04-05	NonCredit
Villazana-Ruiz, Maria del	Child Dev. & Family Studies	St. Preschool HD 04-05 GPPE	NonCredit
Vogt, Lee Arno	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Wedemeyer, William Kirb	Career Link	WIA/Pic-CA Rapid Response 04-05	NonCredit
+ Weil, Melinda L	Vocational Education	VTEA 1C 2004-2005	Credit
White, Eva G	Child Dev. & Family Studies	Center Based 04-05 GCTR	NonCredit
White, Eva G	Child Dev. & Family Studies	Center Based 04-05 GCTR	Credit
Wolf-Prusan, Rebecca J	Career Link	Calworks Program 04-05	Credit
Wolf-Prusan, Rebecca J	Career Link	Calworks Program 04-05	NonCredit
+ Wong, Kathleen J	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
Wong, Lorena E	Student Health	Student Health Fees	Credit
Wongprasert, Tanichya K	Vocational Education	VTEA 1C 2004-2005	Credit
Wood, Janice R.	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Yagle-Snead, Lynn	Child Dev. & Family Studies	St. Preschool HD 04-05 GPPE	NonCredit
Yataco, Claudia F	English As a Second Language	English Literacy & Civic Ed Grnt Y3	NonCredit
Yee, Edna	Student Health	Student Health Fees	Credit
+ Yiu, Winnie Lai	Learning Assistance	Board of Financial Aid Progrm 04-05	Credit
Young, Julie C.	Title III	Year 3/T-3 Strengthening/Dev Progm	Credit
Yrun, Mario R	Bus/Office Tech/Small Bus	Vatea-REEC 04-05	NonCredit
Zimmerman, Carin C	Biological Sciences	NSF-Fix-a-Gene (Due-0202327) Yr-3	Credit

H1 Spring 2005: 137

Total for H1: 177

RESOLUTION 050127-H1

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: Categorically Funded.

Total Records: 177



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

N1

DATE: January 27, 2005

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: Academic Employees (Faculty)
Community Services Classes
City College of San Francisco
(Resolutions Nos. 050127-N1)

BACKGROUND INFORMATION:

Resolutions 050127-N1 covers appointments of academic employees to Community Service Classes and/or other related transactions pursuant to the provisions of California Education Code #78300. All appointments are classified as temporary, hour unless otherwise stated in the resolution. Board of Trustees approval is required.

The following resolutions are recommended for adoption.

SHARED GOVERNANCE REVIEW:

Yes: ____; No: X :

If yes, which committee: _____

Date of Review: _____

(A negative response indicates that a review is not necessary.)

Clara Starr, Originator

N1

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01/27/05

BOARD OF TRUSTEES

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DR. PHILIP R. DAY, JR., CHANCELLOR

067

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments in Community Services and related Programs pursuant to Education Code Section 78300. Employment is contingent upon adequate class enrollment, possession of applicable required minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non-instructional rates as provided by Article 20 of the AFT contract. Total assignments for temporary part-time faculty shall not exceed 60% of the hours per week considered as full-time assignments for regular employees having comparable duties. Total overload/extra pay assignments for full-time faculty shall be in accordance with the relevant provisions of the appropriate bargaining contract and the City College of San Francisco Faculty Handbook.

SPRING 2005

(+: Full-time overload/extra pay)

(*: New hourly academic employee)

<u>Name</u>	<u>Department</u>	<u>Division</u>
Zimmerman, Michele	Institute for Int'l Students	NonCredit

*N1 Spring 2005: 1***Total for N1: 1****Total Records: 1**



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27, 2005

S1

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: SPECIAL

Recommend Adoption of an Amendment to the Collective Bargaining Agreement between the District and Service Employees International Union Local 790 providing for a Disability Insurance Benefit Plan for Bargaining Unit Employees in lieu of State Disability Insurance ("SDI") (Resolution No. 050127-S1)

BACKGROUND INFORMATION:

The current Collective Bargaining Agreement ("CBA") between the District and Service Employees International Union Local 790 ("SEIU 790"), effective July 1, 2004, through June 30, 2007, provides in relevant part: "The District will enroll all employees covered by this Agreement in the State Disability Insurance Program, unless the parties agree to a different disability insurance program during the term of this Agreement. Any replacement for SDI shall confer a disability insurance program which is equivalent or more beneficial to the bargaining unit than SDI, and shall be entirely at employees' expense." During Fall semester 2004, representatives of the District the SEIU 790 identified various options for a private alternative to SDI. Thereafter, the leadership of SEIU 790 recommended to the SEIU 790 membership that short and long term disability insurance and Paid Family Leave benefits be provided through the Principal Financial Group in an amendment brokered by Keenan and Associates, effective January 1, 2005. The SEIU 790 membership ratified that recommendation in December 2004.

SHARED GOVERNANCE REVIEW:

Yes: _____; No: X ; if yes, which committee: _____
Date of Review: _____

RECOMMENDATION:

RESOLVED: That the Board of Trustees adopts an Amendment to the 2004-2007 CBA between the District and SEIU 790 as follows:

BOARD OF TRUSTEES

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DR. PHILIP R. DAY, JR., CHANCELLOR

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ARTICLE 19 -- STATE DISABILITY INSURANCE

The District will enroll all employees covered by this Agreement in the State Disability Insurance Program, unless the parties agree to a different disability insurance program during the term of this Agreement. Any replacement for SDI shall confer a disability insurance program which is equivalent or more beneficial to the bargaining unit that SDI, and shall be entirely at employees' expense. All new classifications added to the bargaining unit, as defined in Article 1, Section B, shall be included in the State Disability Insurance Program, or replacement if agreed by the parties.

Effective January 1, 2005, the District shall provide to employees short and long term disability insurance benefits and Paid Family Leave benefits through the Principal Financial Group with terms and conditions as described in benefit plan literature provided. All premiums costs for such plan shall be paid by employees. Written notice of termination of State Disability Insurance coverage, effective December 31, 2004, shall be provided to the State by January 31, 2005, in accord with the California Unemployment Insurance Code. The parties may, by mutual agreement, reopen this provision of the Agreement.

FURTHER BE IT RESOLVED: That the Chancellor and the Vice Chancellor of Administration and Finance, and/or their designee(s) are hereby authorized and directed to implement this Resolution.

Originator: Peter Goldstein
with Steve Hale



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27, 2005

S2

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: SPECIAL

Recommend Adoption of a Disability Insurance Benefit Plan for Unrepresented Classified Management, Supervisory, and Confidential Employees for the final six months of Fiscal Year 2004-2005 (January 1, 2005 – June 30, 2005) and for Fiscal Year 2005-2006 in lieu of State Disability Insurance (Resolution No. 050127-S2)

BACKGROUND INFORMATION:

The administration maintains a record of all unrepresented classified "Management," "Supervisory," and/or "Confidential" classifications, or persons or positions within classifications (hereinafter "employees") consistent with its obligation under the Educational Employment Relations Act (EERA, Government Code Section 3540 et seq.). The Chancellor is recommending modifying the disability insurance benefit plan for employees for the final six months of Fiscal Year 2004-2005 (January 1, 2005 – June 30, 2005) and for Fiscal Year 2005-2006.

SHARED GOVERNANCE REVIEW:

Yes: _____; No: X ; if yes, which committee: _____
Date of Review: _____

RECOMMENDATION:

RESOLVED: That the Board of Trustees adopts modified benefit levels for unrepresented classified employees for the final six months of Fiscal Year 2004-2005 and for Fiscal Year 2005-2006 as follows:

BOARD OF TRUSTEES

LAWRENCE WONG, ESQ., PRESIDENT • MILTON MARKS III, VICE PRESIDENT • DR. NATALIE BERG
JOHN F. L. CARTER, JR., CLERK • ANITA GRIER • JULIO J. RAMOS, ESQ. • RODEL E. RODIS • VERONICA LAWRENCE, STUDENT TRUSTEE
DR. PHILIP R. DAY, JR., CHANCELLOR

Disability Insurance

For the second half of Fiscal Year 2004-2005 (January 1, 2005 – June 30, 2005) and for Fiscal Year 2005-2006, the District shall provide to employees short and long term disability insurance benefits and Paid Family Leave benefits through the Principal Financial Group, in an agreement brokered by Keenan and Associates, with terms and conditions as described in benefit plan literature provided. All premiums costs for such plan shall be paid by employees. Written notice of termination of State Disability Insurance coverage, effective December 31, 2004, shall be provided to the State by January 31, 2005, in accord with the California Unemployment Insurance Code.

FURTHER BE IT RESOLVED: That the Chancellor and the Vice Chancellor of Administration and Finance, and/or their designee(s) are hereby authorized and directed to implement this Resolution.

Originator: Peter Goldstein



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

S3

DATE: January 27, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: SPECIAL:

Recommend Adoption of a Disability Insurance Benefit Plan for Unrepresented Classified Building Trades Supervisory and Building Trades Employees for the final six months of Fiscal Year 2004-2005 (January 1, 2005 – June 30, 2005) and for Fiscal Year 2005-2006 in lieu of State Disability Insurance (Resolution No. 050127.S3)

BACKGROUND INFORMATION:

The administration provided the non-exclusive representative of the specified "Building Trades Supervisory" and "Building Trades" employees (hereinafter "employees") with an opportunity to "meet and discuss" the benefit issues under contemplation consistent with the Board of Trustees' obligation as a public school employer under the Educational Employment Relations Act. As a result of these discussions, the administration has recommended modifying the disability insurance benefit plan for employees for the final six months of Fiscal Year 2004-2005 (January 1, 2005 – June 30, 2005) and for Fiscal Year 2005-2006, as set forth in Attachment A.

SHARED GOVERNANCE REVIEW:

Yes: _____; No: X ; if yes, which committee: _____

Date of Review: _____

RECOMMENDATION:

RESOLVED: That the Board of Trustees adopts the Principal Financial Group Disability Insurance benefit plan for the "Building Trades Supervisory" and "Building Trades" employees as set forth in Attachment A, for the final six months of Fiscal Year 2004-2005 and for Fiscal Year 2005-2006;

01/27/05 – S3 Page 1

BOARD OF TRUSTEES

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DR. PHILIP R. DAY, JR., CHANCELLOR

073

FURTHER BE IT RESOLVED: That the Chancellor and the Vice Chancellor of Finance and Administration, and/or their designee(s) are hereby authorized and directed to implement this Resolution and to submit any necessary finance resolutions to fund implementation of this Resolution.

Originator: Peter Goldstein
with Steve Hale

ATTACHMENT A

DISABILITY INSURANCE BENEFIT LEVELS FOR DISTRICT DESIGNATED BUILDING TRADES SUPERVISORY AND BUILDING TRADES EMPLOYEES FOR THE SECOND HALF OF FISCAL YEAR 2004-2005 AND FISCAL YEAR 2005-2006

I. CLASSIFICATIONS

The modified disability insurance benefit as set forth herein shall be applicable to the positions and/or employees designated as "Building Trades Supervisory" or "Building Trades" in the following classifications:

A. BUILDING TRADES SUPERVISORY:

7205 Chief Stationary Engineer

B. BUILDING TRADES:

7333 Apprentice Stationary Engineer

7334 Stationary Engineer

7335 Senior Stationary Engineer

II. BENEFIT LEVELS

Disability Insurance

For the second half of Fiscal Year 2004-2005 (January 1, 2005 – June 30, 2005) and for Fiscal Year 2005-2006, the District shall provide to all employees in the classifications above short and long term disability insurance benefits and Paid Family Leave benefits through the Principal Financial Group, in an agreement brokered by Keenan and Associates, with terms and conditions as described in benefit plan literature provided. All premiums costs for such plan shall be paid by employees. Written notice of termination of State Disability Insurance coverage, effective December 31, 2004, shall be provided to the State by January 31, 2005, in accord with the California Unemployment Insurance Code.

III. INTENT

This Resolution is not intended to modify any other form of compensation, benefits, or other terms or conditions of employment not specifically enumerated herein.



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27 2005 **S4**

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: SPECIAL
Approval to increase fees for GED testing
From \$52.50 to \$75
(Resolution No. 050127-S4)

BACKGROUND INFORMATION

The last time CCSF increased the GED fees it charges test takers was over eleven years ago, on March 1, 1993 through Board Resolution 921217-S2. It established \$52.50 for the administration of the GED Test Battery which includes the \$12 GED Certificate from the State and \$8.50 National GED Testing Service fees that are passed along to those agencies, and \$5 for a retest. Board Resolution 000224-S4 in 2000 also clarified the College policy that waives the GED fees for CCSF students who are either receiving some form of public assistance or are determined by their counselor or instructor to be financially needy.

It is requested that beginning on February 1, 2005, the fee for the GED Test Battery be increased to \$75 and each retest to \$10.00. There are two major reasons for this request. First, CCSF currently charges substantially less than any of the other Bay Area GED testing centers, and as a result we are receiving more and more out of county test takers, often more than what we can handle with current staffing. Of the eleven Bay Area centers surveyed (see attached chart) we charge the lowest at \$52.50 (which includes the pass through State and National GED fees) while Milpitas charges \$110, the highest. The average for these eleven centers is about \$93. Two other large California GED testing centers, Los Angeles and Long Beach, charge \$110 and \$100 respectively.

Second, Educational Testing Service (ETS) has substantially increased the fees it charges the College in recent years for scoring the tests due to the new GED testing and scoring procedures that were established in January of 2003. For 2005, ETS will increase its fees once again. In 2004, the charge by ETS for scoring a full battery of tests was \$6. In 2005, it will go up to \$20. In 2004, ETS charged \$1 for correction for each non-test item error on the scoring sheet. In 2005, it will go up to \$25 each. Their charge for each retest is also going up.

BOARD OF TRUSTEES

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DR. PHILIP R. DAY, JR., CHANCELLOR

For these reasons CCSF has no choice but to raise the fees that it charges to administer the GED test. Although the requested amount is substantial in terms of percentage of increase, it is still among the lowest of all Bay Area and major California cosmopolitan area GED testing centers and CCSF will continue to strive to be among the lowest.

And finally, CCSF students who are financially needy or are receiving public assistance will still be able to receive a fee waiver.

RECOMMENDATION:

RESOLVED: That authorization be given the CCSF GED Testing Center to establish \$75 as the fee for the administration of the GED Test Battery and \$10 as the fee for each retest commencing on February 1, 2005, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Student Development and/or their designees are hereby authorized to effectuate this resolution.

Nicholar Chang, Originator

Attachment

2005 GED Testing Fees

Test Center	Test Battery Fee	Writing Retest Fee	Other Subject Retest fee
<u>Bay Area</u>			
Antioch	90	28	25
Berkeley	90	8	8
Daly City	100	10	10
Fremont	105	15	10
Hayward	75	12	10
Marin	75	0	0
Milpitas	110	25	20
Morgan Hill	100	25	20
Richmond	100	15	15
San Mateo	90	10	10
Santa Rosa	87	0	0
		87*	87*
		(* for out of area retest examinees)	
AVERAGE	93		
<u>Other California Urban Area</u>			
Long Beach	100	20	20
Los Angeles	110	25	25
<u>City College of San Francisco</u>			
CCSF (current)	52.50	5	5
CCSF (proposed)	75	10	10

1911 1912

1911		1912	
Jan	1	Jan	1
Feb	2	Feb	2
Mar	3	Mar	3
Apr	4	Apr	4
May	5	May	5
Jun	6	Jun	6
Jul	7	Jul	7
Aug	8	Aug	8
Sep	9	Sep	9
Oct	10	Oct	10
Nov	11	Nov	11
Dec	12	Dec	12



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

S5

DATE: January 27, 2005

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: SPECIAL

**Authorization to enter into a Project
Labor Agreement
(Resolution No. 050127-S5)**

BACKGROUND INFORMATION:

During its October 2001 regular meeting the Board passed Resolution 011025-S3 which authorized the Chancellor to select a consultant who would evaluate the potential benefits of and make recommendations for a consolidated, coordinated labor relations program for the district's construction program, including consideration and recommendation on the use of a Project Labor Agreement. The Chancellor selected Parsons Constructors, Inc. to accomplish this task. In turn, Parsons Constructors developed a document entitled "Project Labor Agreement Feasibility Study" dated August 7, 2002. The Parsons Constructors' report recommended that the District seek labor relations stability, given the construction labor-management climate both in San Francisco and nationally, via a Project Labor Agreement, and recognized that anticipated construction needed to be completed on schedule so that classes and academic programs would not be adversely affected. During its August 2002 regular meeting, the Board of Trustees adopted Resolution No. 020827-S1 specifically directing the Chancellor to move forward with negotiations for a Project Labor Agreement. The resolution also provided specific conditions and principles for the Chancellor to follow during PLA negotiations.

These conditions and principles are repeated below verbatim:

- a. The PLA shall contain effective, time efficient dispute resolution procedures, available to all parties and their employees, covering any potential labor-management or employee-management dispute, including jurisdictional disputes among the signatory unions, which might arise under the Agreement;
- b. The PLA shall contain provisions including a comprehensive no-strike clause, which will prohibit any disruption, work stoppage or lockout that

01/27/05 – S5 page 1

BOARD OF TRUSTEES

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DR. PHILIP R. DAY, JR., CHANCELLOR

might arise and include a mechanism for the prompt, effective enforcement of such provisions;

- c. The PLA shall contain provisions permitting the establishment of rules, regulations, and procedures promoting a safe work place for all employees, which may include measures that are beneficial to the Project and to the District;
- d. The PLA shall prohibit employment discrimination of all types and shall not impede, but rather encourage, balanced opportunities among all groups to participate in Project work;
- e. The PLA shall include provisions that seek to ensure a steady, adequate and reliable supply of properly skilled employees to undertake work covered by the PLA;
- f. The PLA shall contain provisions which permit all qualified construction contractors to bid and be awarded work pursuant to the applicable procurement laws, and shall not require such contractors to be signatory to, or to become signatory to, any other Agreement but the Project Labor Agreement for purposes of wages, hours, and working conditions on the Project;
- g. The PLA shall, to the extent possible, standardize and harmonize working conditions on the Project to maximize the efficiency of construction and the coordination among different contractors and work forces;
- h. The PLA shall explicitly define its scope as limited to the construction work authorized by the Board for inclusion within a PLA as contained in the document entitled "City College of San Francisco Bond Projects Report: Proposed Projects for \$195 Million General Obligation Bond" dated June 6, 2001, except as otherwise provided in this Resolution and shall further limit its application to those employees traditionally engaged in the construction process and employed directly by contractors bound by the PLA;
- i. The PLA shall, as the definitive labor relations program for the Project, encourage coordination among the contractors and inter-change between labor and management in order to establish a stable, harmonious work site and permit the timely completion of the Project;
- j. The PLA shall seek to ensure fair and equitable accommodations for both union and non-union workers with regard to both health care and retirement benefits;
- k. The PLA shall seek to encourage and create opportunities for Small Local construction firms to be sub-contractors of larger contractors on District Projects.

- I. The PLA shall provide that the College will use its own Contract Compliance Officer and other governmental agencies to monitor contractors for compliance with appropriate labor laws and regulations.

In an effort to implement Resolution No. 020827-S1 , the Chancellor and the Vice Chancellor for Finance and Administration conducted more than eighteen months of face-to-face negotiations with representatives of the San Francisco building trades unions. In addition the Chancellor and the Vice Chancellor for Finance and Administration conducted numerous meetings with representatives of San Francisco's small business community. The goal of this process was to produce a PLA document that adhered to the conditions and principles contained in the board's August 2002 resolution and at the same time seek, through consultation, input from impacted parties. The result is the proposed PLA dated "January 6, 2005 " (see Appendix B).

Additionally and per the conditions and expectations of the Board approved resolution, the Committee on Facilities hosted a Special Meeting for purposes of discussing the draft negotiated agreement in public on December 6, 2004. At that meeting, a full discussion took place and it was suggested that a few areas within the PLA be looked at again for further refinement. Specifically, the matter related to **Article III, Union Recognition and Employment, Section 3(d)**, the number of core employees (of a local non-union contractor) that could be referred pursuant to Article III, Section 3(a) has been increased from four (4) to five (5).

Furthermore and pursuant to the discussion related to giving priority consideration for project work to residents of the City and County of San Francisco, Article III, Section 3(d) was modified to reflect this concern per my memo to the Board dated December 9, 2004.

Finally, the Board of Trustees specifically requested that the Chancellor ask outside counsel, Mr. Carl Uehlein, to review the "final draft" and to share his insights and observations with the District. This was viewed as particularly important on the matters related to the extent to which the draft conforms to any rational standard for PLA's and/or how it conforms with the original resolution approved by the Board of Trustees. His memo is attached to this resolution (Appendix A).

It should be noted particularly by interested parties and members of the public that Appendix B of the PLA draft which is the listing of all the applicable Schedule A's that are referred throughout the document are not provided within each copy

of the recommended PLA draft. The length and scope of those documents precludes them from being enclosed. All of the Schedule A's are available for review and on-file in the Conference Room at the Gough Street Campus at 33 Gough Street, San Francisco

RECOMMENDATION:

WHEREAS, the District retained a consultant who conducted an extensive study which concluded that a PLA should further the District's governmental interest and meet the competitive bidding laws of California; and

WHEREAS, the successful completion of construction projects is of the utmost importance to the San Francisco Community College District, the students it serves and the surrounding community; and

WHEREAS, it is recognized that on all construction projects the goal is to reduce construction costs to the San Francisco Community College District by ensuring work will be completed efficiently, cooperatively, economically, and without interruption; and

THEREFORE BE IT RESOLVED: that the Board authorizes the Chancellor or his designee(s) to enter into a Project Labor Agreement (Attachment A) with the San Francisco Building Trades Council;

AND FURTHER BE IT RESOLVED: that such PLA not be applicable to those projects as contained in Section IV, entitled "Renovation and Remodeling of Aging Facilities", which is part of the document entitled "City College of San Francisco Bond Projects Report: Proposed Projects for \$195 Million General Obligation Bond", dated June 6, 2001, which, because of their limited size, scheduling, limited employment demands for the individual projects, and differences in applicable funding sources along with the constraints they impose, do not appear to raise the concerns and needs which may require their coverage with the potential benefits of a PLA;

AND FURTHER BE IT RESOLVED: that the Chancellor and/or his designees are hereby authorized to take any and all actions and/or execute any and all documents on behalf of the District to effectuate this resolution.

Originator: Peter Goldstein

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E. Carl Uehlein, Jr.
(202) 739-5075
ecuehlein@morganlewis.com

January 5, 2005

Phillip R. Day, Jr.
Chancellor
City College of San Francisco
50 Phelan Avenue
San Francisco, CA 94112

Re: Project Labor Agreement

Dear Chancellor Day:

At your request, I have reviewed the latest draft (dated December 7, 2004 – Version 1) of the Construction Project Labor Agreement between CCSF and the San Francisco Building and Construction Trades Council. In doing so, I have taken into consideration the parameters established by the Board of Trustees in their resolution authorizing the negotiation of this Agreement, the basic concepts and purposes of Project Labor Agreements for major construction programs undertaken by public entities, and the potential difficulties involved in the negotiation of such an agreement in the specific circumstances of CCSF's construction program.

Briefly, I believe that CCSF has, under difficult practical, and philosophical negotiating circumstances, been able to develop an agreement which incorporates substantial portions of the Board's mandate and provides many of the protections and values found in public sector project labor agreements. Although the current version contains some confusing, and possibly contradictory provisions (which are noted below), important features negotiated into the Agreement include:

1. Mechanisms to assure labor peace and stability throughout the construction program through specific, detailed provisions committing the parties to no-strikes, lockouts or other disruptions of project work as a result of labor-management disputes, with procedures available to expeditiously enforce these commitments (with penalties for

violations) and to avoid their occurrences through the establishment of both regular communications among all parties (labor, management and the District as owner) and specific dispute resolution procedures involving "traditional" grievances arising under the Agreement or as the result of jurisdictional differences among the union parties.

2. The December 7 document also specifically recognizes the importance of open, broad competition among all qualified businesses interested in undertaking Project work, whether or not they traditional work under formal arrangements with labor organizations. Further, one of the major potential impediments to the willingness of Small, Local Business Enterprises (SLBEs) to undertake a Project Labor Agreement is significantly reduced through provisions permitting them to employ a substantial number of their own regular long-term ("core") employees.

3. The Agreement contains provisions allowing all project contractors access to sufficient numbers qualified, skilled workers through utilization of the union hiring calls without discrimination based on either the employers' or the employees' history of working with labor unions. Moreover, such access provides all contractors with the ability to utilize qualified apprentices in numbers which will allow both for assistance in the critical task of training new skilled construction workers for the local industry and also increase economic efficiency through the ability to employ such workers to undertake tasks for which they are qualified, at fair compensation levels reflective of their experience and training.

4. Importantly, the Agreement specifically recognizes the above-referenced need for bringing new entrants into the construction workforce, providing them with high level of training and job experience. The Agreement commits the parties to cooperatively use the resources of both the labor organizations and the District to focus on the local community in training these new entrants, particularly CCSF students and graduates. Similarly, the employment process for all craftworkers under the Agreement emphasizes the importance of utilizing District residents as the primary source of qualified labor.

5. The Agreement adopts and incorporates by reference many of the terms and conditions of employment which have been established through collective bargaining over the years between local contractors and the local Building Trades unions. These, together with the negotiated wage and benefit provisions of the local agreements, also part of the project labor agreement, make available an excellent level of compensation and benefit protection to all workers under the Agreement.

6. Finally, the Agreement recognizes the importance of fairly administering, and effectively enforcing, the wage and benefit provisions of both the Agreement and the state prevailing wage laws so that all workers are treated fairly and paid appropriately.

Phillip R. Day, Jr.
January 5, 2005
Page 3

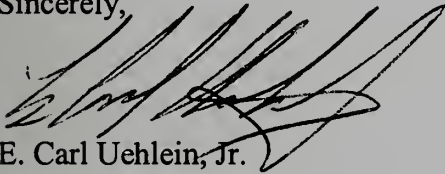
The major provisions of the Agreement, as generally described above, establish an excellent framework to guide work on the major aspects of the District's construction program. The coverage of the Agreement is broad, but does recognize that smaller construction tasks and day-to-day construction-related activities are best served outside the formal structure of a Project Labor Agreement.

Specific provisions of the Agreement, understandably, represent a compromise between the goals of the specific parties (the District, the contractors and the labor organizations) directly involved in the Project, as well as those who have a stakeholder in the Project, such as local residents and business community. The Agreement is the result of independent, non-mandatory good faith negotiations, and therefore the result, is sometimes a compromise on particular issues. However, the resulting document constitutes a unified approach to effective, efficient and fair construction practices for the District's building program.

After reviewing the above, should you have any further questions, or wish any further or more specific comments on the December 7 Agreement, I would welcome the opportunity to discuss them with you.

With best personal regards.

Sincerely,

A handwritten signature in black ink, appearing to read "E. Carl Uehlein, Jr.", written over a horizontal line.

E. Carl Uehlein, Jr.

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SAN FRANCISCO COMMUNITY COLLEGE DISTRICT/

CITY COLLEGE OF SAN FRANCISCO

CONSTRUCTION

PROJECT LABOR AGREEMENT

**Effective: January 6, 2005
(Version 1)**

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SAN FRANCISCO COMMUNITY COLLEGE DISTRICT/

CITY COLLEGE OF SAN FRANCISCO

CONSTRUCTION

PROJECT LABOR AGREEMENT

This Project Labor Agreement (hereinafter, the "Agreement") is entered into this _____ 2004 by and between The San Francisco Community College District, its successors or assigns, and the construction contractors and subcontractors of whatever tier directly executing this Agreement or the Letter of Assent (Attachment A), (hereinafter collectively, the "Contractor" or "Contractors") and The Building and Construction Trades Council of San Francisco (hereinafter "Council"), and the signatory craft unions (hereinafter, collectively the "Union" or "Unions"), with respect to the construction work within the scope of this Agreement owned by the San Francisco Community College District (hereinafter, the "District" or "City College") and financed by the funds authorized pursuant to the General Obligation Bond Proposition ("Proposition A"), passed by the voters of the District on November 6, 2001, and designated for the construction or major renovation and/or rehabilitation of certain facilities within the City College of San Francisco System.

It is understood by the parties to this Agreement that if this Agreement is acceptable to the District's Board, it will become the policy of the District that the construction work covered by this Agreement shall be contracted exclusively to Contractors who agree to be bound by the terms of this Agreement through execution of it or the Letter of Assent. The District, through its Designated Representative, on staff or under contract, shall administer this Agreement and shall monitor compliance with it by all Contractors. For purposes of this Agreement, each Contractor recognizes and appoints the District Representative as its agent, with full, independent authority to implement and administer this Agreement and, when and if appropriate or necessary, negotiate amendments to this Agreement. Together with the Union parties, the District shall be considered a "negotiating party" of this Agreement.

"Project Manager(s)" and/or "construction manager(s)" may be selected by the District on one or more campuses to oversee and/or inspect construction activity, as agents of the District. They will not be engaged in construction work, and their relationship to this Agreement, if any, will be through the District.

The Unions and all Contractors agree to abide by the terms and conditions of this Agreement, and that this Agreement, together with the Schedule A's (pursuant to Article II, Section 4), represents the complete understanding of the parties. No practice, understanding or agreement between a Contractor and a Union party which is not specifically set forth in this Agreement or the applicable Schedule A Agreements will be binding on any other party unless endorsed in writing by the District Representative.

The Unions agree that this Agreement will be made available to, and will fully apply to, any successful bidder for Project work who agrees to become bound hereto, without regard to

whether that successful bidder performs work at other sites on either a union or a non-union basis and without regard to whether employees of such bidder are or are not members of any union. This Agreement shall not apply to any work of any Contractor other than that on the District's construction work as specifically described in Article II of this Agreement (hereinafter the "Project" or "Project Work").

The use of the masculine or feminine gender or titles in this Agreement shall be construed as including both genders and not as gender limitations unless the Agreement clearly requires a different construction.

ARTICLE I

PURPOSE

The Project is intended to increase the educational opportunities and raise student achievement through the improvement of academic learning and health and safety conditions on the campuses of the District by the development of campus facilities for students, faculty and staff, including but not limited to the construction, furnishing and equipping of classrooms, laboratories, libraries and related facilities, and the development of current or to be acquired real property to relieve overcrowding of the facilities on these campuses.

It is critical to the citizens of the District, the taxpayers, the administration, faculty and students of the District and the State of California that the Project be completed in as timely and economical a manner as possible; that the Project provide employment opportunities through outreach, education, and training for students and graduates of City College of San Francisco and outreach, education and training for students, graduates and residents of City of San Francisco; and increase business opportunities for all qualified small, local businesses within the District.

It is the purpose and intent of the parties to this Agreement to make every cooperative effort to achieve the timely, safe, and economical construction of the facilities designated as the Project, to provide the opportunities envisioned by the City College of San Francisco for the residents and businesses in the City to participate in the Project, and to enforce compliance with the established prevailing wages and benefits and working conditions of the craft workers employed on the Project. The parties recognize that the facilities are to be used for the education of the people of the City of San Francisco and that it is critical that such facilities be completed within schedule for the utilization by the faculty and students; and further recognize that a substantial part of the construction of the Project will be undertaken in or near sites and facilities being utilized by City College, and that therefore understandings and procedures must be established to minimize the interference with the ongoing implementation of the educational mission of the College and to minimize the disruption or interruption of the ongoing activities of the businesses and residents in the immediate area of the Project work site(s). The parties further recognize and agree that the Project must be undertaken in a spirit of labor harmony, peace and stability, with the utilization of skilled labor under fair and safe working conditions, without disruption or disputes.

In recognition of these special needs of the Project, and to maintain a spirit of harmony, labor-management peace, and stability during the term of this Project Labor Agreement, the

parties agree to establish effective and binding methods for the settlement of all misunderstandings, disputes or grievances; and in recognition of such methods and procedures, the Unions agree not to engage in any strike, slowdowns or interruption or disruption of work and the District and the Contractors agree not to engage in any lockout; and, finally, the parties pledge that they will work together to develop, adopt, and implement processes and procedures which encourage the participation of the residents and businesses of the City on the Project.

ARTICLE II

SCOPE OF AGREEMENT

This Agreement shall apply and is limited to all construction as described in Section 1 of this Article performed by those Contractor(s) of whatever tier that have contracts awarded for such work on or after the effective date of this Agreement, with regard to the construction of the City College academic and administrative facilities, and any other construction-related activity necessary to the development of the facilities which, jointly, constitute the Project, and defined as those facilities designated by the District for construction work pursuant to the terms of the afore-referenced General Obligation Bond Proposition and listed on Attachment B, as generally described below.

Section 1. (a) The Project is generally described as and limited to:

- (i) development of the new Mission and Chinatown/North Beach campuses;
- (ii) seismic retrofitting and other improvements at the Evans Campus;
- (iii) the necessary construction work for the completion of the computer network and related technology upgrades for the College;
- (iv) construction of the Child Development Center and Student Health Services Center;
- (v) construction of a community health and wellness center;
- (vi) development of the Balboa Reservoir site and infrastructure on the site for future college expansion;
- (vii) preparation of additional land adjacent to the Ocean Avenue Campus for future college expansion;
- (viii) construction of a community performing, cultural and media art center;

including the prime contracts for such construction and all subcontracts flowing from these prime contracts, for the above work as described more specifically in parts I, II, III, V, VI, VII, VIII and X of the Summary of the Bond Proposition, dated June 6, 2001, and budgeted in excess of \$250,000,000.00.

(b) It is understood by the parties that the District may at any time and at its sole discretion determine to build segments of the Project under this Agreement which are not currently proposed, or to modify or to not build any one or more of the particular segments proposed to be covered. Should a segment of the project listed on Attachment C be withdrawn, but subsequently reauthorized for construction, it shall be built pursuant to this Agreement with mutual consent as provided for in Section I of Article XIX.

Section 2. Items specifically excluded from the scope of this Agreement include the following:

(a) Work of non-manual employees, including but not limited to: superintendents; supervisors above the level of general foreman; staff engineers; inspectors, quality control and quality assurance personnel (provided, however, that the employees of Contractors or Sub-contractors to the Contractors performing on-site testing and inspection or surveying in employment categories ordinarily represented by a signatory union, shall be covered); timekeepers; mail carriers; clerks, office workers, including messengers, guards, safety personnel, emergency medical and first aid technicians, and other professional, engineering, administrative, supervisory and management employees. Superintendents and other non-covered employees on Project work may, at their option, and with the Agreement of the involved Jointly-Trusted Fund(s) contribute to and participate in such Fund(s).

(b) Equipment and machinery owned or controlled and operated by the District;

(c) All off-site manufacture and handling of materials, equipment or machinery not otherwise covered by Schedule A; provided, however, that lay-down or storage areas or equipment or material manufacturing (prefabrication) sites dedicated solely to the Project or Project work, and the movement of materials or goods between locations on the site, are within the scope of this Agreement;

(d) All employees of the District, District Representative, Construction Managers and Design Team (including, but not limited to, architects and engineers, or any other consultant for the District and their sub-consultants, and other employees of professional service organizations), not performing manual labor within the scope of this Agreement;

(e) Any work performed on or near or leading to or into the site of work covered by this Agreement and undertaken by state, county, city or other governmental bodies, or their contractors; or by public utilities or their contractors; and/or by the District or its contractors (for work which is not within the scope of this Agreement);

(f) Off-site maintenance of leased equipment and on-site supervision of such work;

(g) Work by employees of a manufacturer or vendor necessary to maintain such manufacturer's or vendor's warranty or guarantee, provided, however, that covered employees who shall be used for such work are operating under the direction of a manufacturer's representative and in conformity with manufacturer's specifications.

(h) All work by employees of the District or its contractors involved in general maintenance, emergency repair, and/or cleaning work, except as specifically covered by this Agreement.

(i) Laboratory work for specialty testing or inspections not ordinarily performed on the Construction site by employees represented by the Signatory Unions,

Section 3. (a) The District and/or Contractors, as appropriate, have the absolute right to award contracts or subcontracts on this Project to any Contractor notwithstanding the existence or nonexistence of any agreements between such contractor and any union party, provided only that such contractor is willing, ready and able to execute and comply with this Project Labor Agreement, should such contractor be awarded work covered by this Agreement. In making such awards of work, the District and the Contractors recognize the District's programs and goals to include small, local business enterprises as contractors or subcontractors on the Project and all parties to the Agreement should cooperate with the provisions of this Agreement and the efforts of the parties to provide such opportunities for such businesses.

(b) It is agreed that all contractors and subcontractors, of whatever tier, who have been awarded contracts for work covered by this Agreement shall be required to accept and to be bound by the terms and conditions of this Project Labor Agreement, and shall evidence their acceptance by the execution of the Agreement or of the Letter of Assent, prior to the commencement of work. A copy of the Agreement or Letter of Assent as executed by each Contractor and Subcontractor shall be provided to the Council prior to commencement of work by the Contractor or Subcontractor.

Section 4. (a) The provisions of this Agreement including the Schedule A's, which are the local Collective Bargaining Agreements of the signatory unions having jurisdiction over the work on the Project (as such may be changed from time-to-time consistent with Article XIX, Section 3) and which are incorporated herein by reference, shall apply to the work covered by this Agreement, notwithstanding the provisions of any other local, area and/or National Agreement which may conflict with or differ from the terms of this Agreement; provided, however, that such does not apply to the NTL Articles of Agreement or to the Elevator Constructors (except, in the latter case, as provided in Attachment C). Where a subject covered by the provisions of this Agreement is also covered by a Schedule A, the provisions of this Agreement shall apply. Where a subject is covered by the provisions of a Schedule A and not covered by this Agreement, the provisions of the Schedule A shall prevail.

(b) It is understood that this Agreement, together with the referenced Schedule A's, constitute an integrated, self-contained, stand-alone agreement, and that by virtue of having become bound to this Agreement, the Contractor will not be obligated to sign any other local, area or national collective bargaining agreement as a condition of performing work within the scope of this Agreement. In addition, it is understood and agreed that all grievances and disputes involving the interpretation or application of this Agreement, including the Schedule A's, shall

be resolved according to procedures set forth in Article VII of this Agreement; provided, however, that should a dispute involve a single Schedule A and a contractor signatory thereto, and not involve interpretation or application of this Project Labor Agreement, such dispute shall be processed and resolved pursuant to the grievance provisions of that Schedule A. Should there be, however, a dispute in the first instance as to whether the provisions of Article VII of this Agreement or the grievance procedures of a Schedule A apply, the dispute shall be presented initially to an arbitrator selected under Article VII for resolution as to the applicable procedures. Such referral of the dispute as to the applicable procedures should be done by written submission or conference call among the parties and the arbitrator, and heard and decided in no longer than twenty (20) days of the designation of the arbitrator. Should the arbitrator hold that Article VII applies, the parties may, by mutual agreement, submit the substantive issue to the same arbitrator pursuant to the provisions of Article VII, or, absent mutual agreement, commence processing the dispute at step 1 of that Article.

Section 5. This Agreement shall only be binding on the signatory parties hereto, and shall not apply to the parents, affiliates, subsidiaries, or other ventures of any such party.

Section 6. This Agreement shall be limited to the construction work within the scope of this Agreement including, specifically, site preparation and related demolition work, and other new construction, renovation and repair work related to new or existing facilities as described in Section 1(a), above. Nothing contained herein shall be construed to prohibit, restrict, or interfere with the performance of any other operation, work or function which may be performed or contracted by the District for its own account on its property or in and around a Project construction site.

Section 7. It is understood that the liability of the Contractor and the liability of the separate unions under this Agreement shall be several and not joint. The Unions agree that this Agreement does not have the effect of creating any joint employment status between or among the District or the District Representative and/or any Contractor.

Section 8. None of the provisions of this Agreement shall be construed to prohibit or restrict the District or its employees from performing work not covered by this Agreement on or around the construction site.

Section 9. It is understood that the District, at its sole option, may terminate, delay and/or suspend any and all portions of the covered work at any time. Further, the District may prohibit some or all work on certain days or during certain hours of the day to accommodate the ongoing operations of the District's educational facilities and/or to mitigate the effect of the ongoing Project work on the businesses and residents in the neighborhood of the Project site; and/or require such other operational or schedule changes that it may be deemed necessary, in its sole judgment, to effectively maintain its primary educational mission and to remain a good neighbor to the residents and businesses in the area of its campuses. Any operational or schedule changes shall be subject to the wage provisions in the

Schedule A's. In order to permit the Contractors and Unions to make appropriate scheduling plans, the District will provide the District Representative, the affected Contractor(s) and Union(s) with reasonable notice of any changes it requires pursuant to this Section; provided, however, that if notice is not provided in time to advise employees not to report for work, show-up pay shall be due pursuant to the provisions of Article X, Section 8, and provided, further, that such changes shall not adversely affect the level of pay or premium payments to which the employees are otherwise entitled pursuant to other provisions of this Agreement.

ARTICLE III

UNION RECOGNITION AND EMPLOYMENT

Section 1. The Contractor recognizes the Union as the sole and exclusive bargaining representative of all employees working on the Project within the scope of this Agreement.

Section 2. The Contractor shall have the right to determine the competency of all employees, the number of employees required and shall have the sole responsibility for selecting employees to be laid off, consistent with Section 8 and with Article IV, Section 3, below. The Contractor shall also have the right to reject any applicant referred by a local Union, subject to any reporting pay required by Article X, Section 8.

Section 3. (a) To the extent permitted by law, the following shall apply: for signatory unions now having a job referral system contained in a Schedule A, the Contractor agrees to comply with such system and it shall be used exclusively by such Contractor, together with the procedures set forth in (c) and (d) below, as appropriate. Such job referral system will be operated in a non-discriminatory manner and in full compliance with all federal, state, and local laws and regulations, including those which require equal employment opportunities and non-discrimination. All of the foregoing hiring procedures, including related practices affecting apprenticeship and training, will be operated so as to facilitate the ability of the Contractors to meet any and all legally applicable equal employment opportunity/affirmative action obligations.

(b) The local Unions will exert their utmost efforts to recruit and refer sufficient numbers of skilled craft workers to fulfill the labor requirements of the Contractor.

(c)(i) In recognition of City College's mission to serve the City of San Francisco and the City's support for the District, the parties agree to encourage the training and employment of construction workers from among the residents of San Francisco. As part of this program, the contractors agree to request and the signatory unions agree to make a good faith effort to refer, on a priority basis, consistent with the non-discriminatory referral procedures of the hall, qualified and available residents of the City of San Francisco for work as journeymen, apprentices and/or trainees on this Project and/or into such apprenticeship and training programs as may be operated by or with the agreement of the Unions. This priority shall apply to all

requests for referrals from a hiring hall, except that, in the case of apprentice referrals, apprentices who are, or have been students of City College or successfully completed a City College sponsored construction training courses and programs, pre-apprenticeship and Joint apprenticeship programs, shall, consistent with and based on State Law and the Department of Apprenticeship Standards, and only for State approved programs, have preference before non-City College related apprentices who are residents of San Francisco.

(c)(ii) The parties agree that they will cooperate and participate in any special programs developed by or with the City College of San Francisco to assist its students and/or residents of the City with educational and training opportunities related to work being undertaken on the Project and, further, will participate in and make every good faith effort to ensure the success of employment and/or educational or training programs and of programs developed by or with the District for the utilization of small and local business enterprises located within the City.

(c)(iii) The District will monitor the efforts of the Contractors and signatory unions to meet the goals and purposes of (c)(1) and (ii) above, and through its District Representative shall maintain the necessary records with regard to referrals, employment and contracting policies with designated groups. The local union hiring halls and contractor personnel offices and contracting officials shall cooperate with this obligation.

(d) The parties also recognize and support City College's commitment to provide opportunities for participation on the Project to local residents who are regular, experienced employees (core employees) of contractors and subcontractors awarded work on this Project and who do not traditionally work under a local collective bargaining agreement(s). In furtherance of this commitment, the parties agree that such contractors and subcontractors awarded work on the Project may employ their regular local experienced work force, pursuant to the procedures described below, where the employees so designated as a "regular, local experienced employee" meet the following qualifications:

(i) possesses any license required by state or federal law for the Project work to be performed; and

(ii) has been employed by the Contractor for at least 1000 paid work hours during the 12 months immediately preceding the Contractor's start of Project work.

In reference to the Section D (i) and (ii) above and consistent with the intent of C (i) and (ii), all parties agree to make a good faith effort to refer on a priority basis, consistent with the non-discriminatory referral procedures of the hall, qualified and available, and bona-fide residents of the City and County of San Francisco for project work.

As his first employee for Project work, the contractor may directly employ one of his qualifying regular, local experienced employees. His second employee shall be referred pursuant to 3(a) above. This alternating procedure shall continue until the Contractor has a maximum of five (5) of his regular local, experienced employees engaged in Project work. All additional employees shall be requested and referred pursuant to 3(a) above. On lay-offs, the Contractor shall reverse the alternating process.

The Contractor shall notify the appropriate Union of the name and social security number of each direct hire and each direct hire shall register with the Union's hiring hall before commencing Project work. If there is any question regarding an employee's eligibility under this Subsection (d), the District Representative, at a Union's request, shall obtain satisfactory proof of such from the Contractor.

Section 4. In the event that a Union is unable to fill any requisition for one or more employees within forty-eight (48) hours after such requisition is made by a Contractor, or within twenty-four (24) hours in the case of replacing an employee terminated under Section 2, above, or for cause, (Saturdays, Sundays, and holidays excepted), the Contractor may employ applicants meeting the qualifications sought from any other available source as per the Schedule A. Contractor shall promptly notify the Union of any applicants hired from other sources. This provision does NOT affect core employees.

Section 5. In the event that a signatory local union does not have a job referral system as set forth in Section 3(a) above, the Contractor shall give the union equal opportunity to refer applicants.

Section 6. The Union security provisions of the applicable Schedule A shall apply to each employee working within the jurisdiction of that craft under this Agreement; provided, however, that should such provision(s) require membership in the labor organization, such may be satisfied by the tendering of periodic dues and fees uniformly and non-discriminatorily required to the extent allowed by law.

Section 7. Except as provided in Article IV, Section 3, individual seniority should not be recognized or applied to employees working on the Project provided, however, that group and/or classification seniority in a Schedule A as of effective date of this Agreement shall be recognized for purposes of layoff

Section 8. The selection and number of craft foremen and/or general foremen shall be the responsibility of the Contractor. All foremen shall take orders exclusively from the designated contractor representatives. Craft foremen shall be designated as working foremen at the request of the Contractor unless pre-empted by the Schedule A.

ARTICLE IV

UNION REPRESENTATION AND STEWARDS

Section 1. Authorized representatives of the Union shall have access to the Project, provided that they do not interfere with the work of the employees and further provided that such representatives fully comply with posted visitor, security and safety rules. It is understood that because of the operational needs of the District, the limited space at certain Project sites, and issues related to health and safety of the public, the District may limit visitors to certain times or areas. Nevertheless, the District and the Contractors recognize the right of access set forth in this Section,

and such shall not be unreasonably withheld from an authorized representative of a Union.

Section 2. (a) Each signatory local union shall have the right to designate an experienced working journeyman as a steward for each shift, at each worksite location under the PLA and shall notify the Contractor in writing of the identity of the designated steward or stewards prior to the assumption of such person's duties as steward. Such designated steward or stewards shall not exercise any supervisory functions. There will be no non-working steward. Stewards will receive the regular rate of their respective crafts. Stewards shall be given reasonable time to perform their duties.

(b) In addition to his/her work as an employee, the steward shall have the right to receive, but not solicit, complaints or grievances and to discuss and assist in the adjustment of the same with the employee's appropriate supervisor. Each steward shall be concerned with the employees of the steward's own Contractor and if applicable, subcontractors, and not with the employees of any other Contractor. The Contractor will not discriminate against the steward in the proper performance of his/her union duties, including the ability to have a private conversation with the employee(s) he/she represents.

Section 3. The Contractor agrees to notify the appropriate Union twenty-four (24) hours prior to the layoff of a steward. If a steward is protected against such layoff by the provisions of the applicable Schedule A, such provisions shall be recognized to the extent that the steward possesses the necessary qualifications to perform the work remaining. In any case in which a steward is discharged or disciplined for just cause and prohibited from entering or being on the job site, the appropriate Union shall be notified immediately by the Contractor, and such discharge or discipline shall not become final (subject to any later filed grievance) until twenty-four (24) hours after such notice has been given.

Section 4. Personnel of the District will be working in close proximity to the construction activities. The union agrees that the union representatives, stewards and individual workers will not interfere with such personnel, or with personnel employed by any other employer not a party to this Agreement.

ARTICLE V

MANAGEMENT'S RIGHTS

Section 1. (a) The District, the District Representative, Construction Manager(s), and the Contractor(s) have the sole and exclusive right and authority to oversee and manage operations including construction on Project work without any limitation unless expressly so stated by a specific provision of this Agreement or unless specifically preempted by Schedule A. In addition, the Contractor retains the full and exclusive authority for the management of its operations, including in particular, construction of the Project. Except as expressly limited by other provisions of this Agreement, the Contractor retains the right to direct the work force, including, but not limited to, the

hiring, promotion, transfer, layoff, corrective action or discharge for just cause of its employees; the determination of the number of employees needed for work on the Project, provided, however, that the number and classification(s) of the employee(s) assigned to a particular task shall be undertaken consistent with the assignments/manning provisions of the applicable Schedule A established for the safety of the individuals and the maintenance and protection of the equipment they utilize; the selection of foremen; the assignment and schedule of work; and the requirement of overtime work, the determination of when it will be worked, and the number of employees engaged in such work.

(b) In addition to the above enumerated rights of the Contractor and to the rights of the District as enumerated in this Agreement, the District expressly reserves its management rights and all rights conferred on it by law. The District's rights include, but are not limited to:

(i) Inspect any construction site or facility to ensure that the Contractor(s) follow applicable safety and other work requirements;

(ii) Require the Contractor(s) to establish a different work week or shift schedule for particular employees as are reasonably required to meet the operational needs of the Project and particular locations in order to accommodate class schedule(s) where school may be in session during the periods of construction activity, or otherwise to mitigate adverse affects of the construction activity on the Community; provided, however, that such changes shall not adversely affect the wages or premium payments otherwise due the employee(s) pursuant to other provisions of this Agreement; and subject to Schedule A. All parties agree to **work cooperatively** in scheduling work for Mission Campus. Finally, sufficient time must be given to contractors to prepare for the aforementioned in this paragraph.

There shall be no limitation or restriction by a signatory Union upon a Contractor's choice of materials or design, nor, regardless of source or location, upon the full use and utilization of equipment, machinery, packaging, pre-cast, pre-fabricated, pre-finish, or pre-assembled materials, tools, or other labor saving devices, consistent with Attachments D-1 through D-4. The on-site installation or application of all items shall be performed by the craft having jurisdiction over such work as provided for in Schedule A, provided, however, it is recognized that installation of specialty items may be performed by employees employed under this Agreement with the participation of other personnel in a supervisory role, or, in limited circumstances requiring special knowledge of the particular item(s), may be performed by employees of the vendor or other companies, per understanding in previous Article II, Section 2 (g).

Section 1. The use of new technology, equipment, machinery, tools and/or labor saving devices and methods of performing work may be initiated by the Contractor from time-to-time during the Project. The Union agrees that it will not in any way restrict the implementation of such new devices or work methods. If there is any disagreement between the contractor and the Union concerning the manner or implementation of such device or method of work, the implementation shall proceed

as directed by the Contractor, and the Union shall have the right to grieve and/or arbitrate the dispute as set forth in Article VII of this Agreement.

ARTICLE VI

WORK STOPPAGES AND LOCKOUTS

Section 1. There shall be no strikes, picketing, work stoppages, slowdowns or other disruptive activity for any reason (including but not limited to disputes relating to the negotiation or renegotiation of the local collective bargaining agreements which serve as the basis for the Schedule As, economic strikes, unfair labor practices strikes, safety strikes, sympathy strikes, and jurisdictional strikes) by the Union or employees working under this Agreement against any Contractor covered under this Agreement or the Project, and there shall be no lockout by the Contractor. Failure of any Union or employee employed under this Agreement to cross any picket line established by any Union, signatory or non-signatory to this Agreement, or by any other organization or individual, where such picket line is directed at the Project or a Contractor or employer working on the Project, resulting in the failure of one or more employees employed under this Agreement to engage in Project work as directed by his Contractor or other disruption of Project Work, is a violation of this Article. The District Representative and the Union shall take all steps necessary to obtain compliance with this Article and neither shall be held liable for conduct for which it is not responsible.

Section 2 All rehabilitation as well as other work not performed under this agreement as per bond Measure shall not be subject to Section 1 above.

Section 3 (a) If a Contractor contends that any Union has violated this Article, Section 3 of Article VIII, or the provisions of Article XIX, Section 4, it will notify in writing the Secretary-Treasurer of the Council, the Senior Executive of the involved Union(s), and the District Representative. The Secretary-Treasurer and the leadership of the involved Union(s) will immediately instruct, order and use their best efforts to cause the cessation of any violation of this Article.

(b) If the Union contends that any Contractor has violated this Article, it will notify the Contractor and the District Representative setting forth the facts which the Union contends violate the Agreement, at least twenty-four (24) hours prior to invoking the procedures of Section 4. The District Representative shall promptly order the involved Contractor(s) to cease any violation of the Article.

Section 4 Any party, including the District, which the parties agree is a party to the Agreement for purposes of this Article and an intended beneficiary of this Article, or the District Representative, may institute the following procedure, in lieu of or in addition to any other action at law or equity, when a breach of Section 1, above, or Section 3 of Article VIII, or Section 4 of Article XIX is alleged:

(a) The party invoking this procedure shall notify **[IMPARTIAL ARBITRATOR]**, selected by the negotiating parties, whom the parties agree shall be the permanent arbitrator under this procedure. In the event that the permanent arbitrator is unavailable at any time, he/she shall appoint an alternate. Notice to the arbitrator shall be by the most expeditious means available, with notices to the party(ies) alleged to be in violation and to the Council if it is a union alleged to be in violation. For purposes of this Article, written notice may be given by telegram, facsimile, hand delivery or overnight mail and will be deemed effective upon receipt.

(b) Upon receipt of said notice, the arbitrator named above or his/her alternate shall sit and hold a hearing within twenty-four (24) hours if it is contended that the violation still exists, but not sooner than twenty-four (24) hours after notice has been dispatched to the Executive Secretary and the Senior Official(s) as required by Section 3(a), above.

(c) The arbitrator shall notify the parties of the place and time chosen for this hearing. Said hearing shall be completed in one session, which, with appropriate recesses at the arbitrator's discretion, shall not exceed 24 hours unless otherwise agreed upon by all parties. A failure of any party or parties to attend said hearings shall not delay the hearing of evidence or the issuance of any award by the arbitrator.

(d) The sole issue at the hearing shall be whether or not a violation of Section 1, above, of Section 3 of Article VIII, or Section 4 of Article XIX, has in fact occurred. The arbitrator shall have no authority to consider any matter in justification, explanation or mitigation of such violation or to award damages (except as set forth in Section 6, below), which issue is reserved for court proceedings, if any. The award shall be issued in writing within three (3) hours after the close of the hearing, and may be issued without an opinion. If any party desires a written opinion, one shall be issued within fifteen (15) days, but its issuance shall not delay compliance with, or enforcement of, the award. The arbitrator may order cessation of the violation of the Article and other appropriate relief, and such award shall be served on all parties by hand or registered mail upon issuance.

(e) Such award shall be final and binding on all parties and may be enforced by any court of competent jurisdiction upon the filing of this Agreement and all other relevant documents referred to herein above in the following manner. Written notice of the filing of such enforcement proceedings shall be given to the other party. In any judicial proceeding to obtain a temporary order enforcing the arbitrator's award as issued under Section 4(d) of this Article, all parties waive the right to a hearing and agree that such proceedings may be ex parte. Such agreement does not waive any party's right to participate in a hearing for a final order of enforcement. The court's order or orders enforcing the arbitrator's award shall be served on all parties by hand or by delivery to their address as shown on this Agreement (for a Union), as shown on their business contract for work under this Agreement (for a contractor) and to the representing Union (for an employee), by certified mail by the party(ies) first alleging the violation.

(f) Any rights created by statute or law governing arbitration proceedings inconsistent with the above procedure or which interfere with compliance hereto are hereby waived by the parties to whom they accrue.

(g) The fees and expenses of the arbitrator shall be equally divided between the party or parties initiating this procedure and the respondent party or parties.

Section 5. The District Representative is a party in interest in all proceedings arising under this Article and Articles VII and VIII and shall be sent contemporaneous copies of all notifications required by these Articles, and, at its option, may participate as a full party in any proceeding initiated under these articles.

Section 6. If the arbitrator determines in accordance with Section 4(d) above that a work stoppage has occurred, the respondent Union(s) shall, within eight (8) hours of receipt of the award, direct all the employees they represent on the Project to immediately return to work. If the craft(s) involved does not return to work by the beginning of the next regularly scheduled shift following such eight (8) hour period after receipt of the arbitrator's award, and the respondent Union(s) have not complied with their obligation to immediately instruct, order, and use their best efforts to cause a cessation of the violation and return of the employees they represent to work, then the respondent Union(s) shall each pay a sum as liquidated damages to the District, and each shall pay an additional sum per shift for each shift thereafter on which the craft(s) has not returned to work. Similarly, if the arbitrator determines in accordance with Section 4(d) above that a lock-out has occurred, the respondent Contractor(s) shall, within eight (8) hours of receipt of the award, return all of the affected employees to work on the Project, or otherwise correct the violation as found by the arbitrator. If the respondent Contractor(s) do not take such action by the beginning of the next regularly scheduled shift following the eight (8) hour period, each respondent Contractor shall pay a sum as liquidated damages to the affected Union(s) (to be apportioned among the affected employees and the benefit funds to which contributions are made on their behalf, as appropriate and designated by the Arbitrator) and each shall pay an additional sum per shift for each shift thereafter in which compliance by the respondent Contractor(s) has not been completed. The Arbitrator shall retain jurisdiction to determine compliance with this Section and to establish the appropriate sum of liquidated damages, which shall not be less than one thousand dollars (\$1,000.00) nor more than fifteen thousand dollars (\$15,000), for each shift.

ARTICLE VII

GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. This Project Labor Agreement is intended to provide close cooperation between management and labor. The District Representative and the San Francisco Building and Construction Trades Council, AFL-CIO, shall each assign a representative to this Project for the purpose of assisting the local Unions, together with the Contractors, to complete the construction of the Project economically, efficiently, continuously and without interruption, delays and work stoppages.

Section 2a All disputes involving discipline and/or discharge of employees working on the project shall be resolved through the grievance and arbitration provision contained in the Master Collective Bargaining Agreement for the craft of the affected employee. No employee working on the Projects shall be disciplined or dismissed without just cause.

Section 2b. Employees may be disciplined or discharged only for just cause.

Grievances involving discharge or discipline of employees may be resolved through the grievance and arbitration procedures of the applicable Schedule A if the collective bargaining parties agree to use that procedure in lieu of the grievance procedure contained in this Agreement.

Section 3a. All project labor disputes solely involving the application or interpretation of a master collective bargaining agreement ("Schedule A") to which a signatory Contractor\Employer and a signatory Union are parties shall be resolved pursuant to the resolution procedures of the master collective bargaining agreement. All disputes relating to the interpretation or application of this Project Labor Agreement shall be subject to resolution through the grievance and arbitration procedure set forth herein.

Section 3b. The parties understand and agree that in the event any dispute arises out of the meaning, interpretation or application of the provisions of this Project Labor Agreement, the same shall be settled by means of the procedures set out herein. No grievance shall be recognized unless the grieving party (Local Union or District Council on its own behalf, or on behalf of an employee whom it represents, or a contractor on its own behalf) provides notice in writing to the signatory party with whom it has a dispute within five (5) days after becoming aware of the dispute but in no event more than thirty (30) days after it reasonably should have become aware of the event giving rise to the dispute. The time limits in Section 3 may be extended by mutual agreement (oral or written) of the parties.

Section 4. Grievances arising out of Section 3a and 3b above shall be settled

according to the following procedures:

Step 1: Within five (5) business days after the receipt of the written notice of the grievance, the Business Representative of the involved Local Union or District Council, or his/her designee, and the representative of the involved contractor\employer shall confer and attempt to resolve the grievance. In the event that the representatives are unable to resolve the dispute within the five (5) business days after its referral to Step 1, either involved party may refer the dispute to Step 2.

Step 2: In the event that the representatives are unable to resolve the dispute within the five (5) business days after its referral to Step 1, either involved party may submit it within three (3) business days to the Joint Administrative Committee (which would be composed of 3 representatives from the SFBCTC; 2 representatives from the College District; and one representative of the Contractor), which shall meet within five (5) business days after each referral (or such longer time as is mutually agreed upon by all representatives on the Joint Administrative Committee), to confer in an attempt to resolve the grievance. If the dispute is not resolved within such time (five (5) business days after its referral or such longer time as mutually agreed upon) it may be referred within five (5) business days by either party to Step 3.

Step 3: Within five (5) business days after referral of a dispute to Step 2, the parties shall choose a mutually agreed upon arbitrator for final and binding arbitration. The arbitrator shall be selected by the alternate striking method from a list of seven (7)

Northern California labor arbitrators obtained from the American Arbitration Association.

The decision of the Arbitrator shall be binding on all parties. The Arbitrator shall have no authority to change, amend, add to or detract from any of the provisions of the Agreement. The expense of the Arbitrator shall be borne equally by both parties.

The Arbitrator shall arrange for a hearing on the earliest available date from the date of his/her selection. A decision shall be given to the parties within five (5) calendar days after completion of the hearing unless such time is extended by mutual agreement. A written opinion may be requested by a party from the presiding Arbitrator.

The time limits specified in any step of the Grievance Procedure set forth in Section 4 may be extended by mutual agreement of the parties initiated by the written request of one party to the other, at the appropriate step of the Grievance Procedure. However, failure to process a grievance, or failure to respond in writing within the time limits provided above, without a request for an extension of time, shall be deemed a waiver of such grievance without prejudice, or without precedent to the processing of and/or resolution of like or similar grievances or disputes.

In order to encourage the resolution of disputes and grievances at Step 1 of this Grievance Procedure, the parties agree that such settlements shall not be precedent setting.

ARTICLE VIII

WORK ASSIGNMENTS AND JURISDICTIONAL DISPUTES

Section 1. The assignment of work will be solely the responsibility of the Contractor performing the work involved; and such work assignments will be in accordance with the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry (the "Plan") or any successor Plan.

Section 2. All jurisdictional disputes between or among Building and Construction Trades Unions, parties to this Agreement, shall be settled and adjusted according to the present Plan established by the Building and Construction Trades Department or any other plan or method of procedure that may be adopted in the future by the

Building and Construction Trades Department. Decisions rendered shall be final, binding and conclusive on the Contractors and Unions, parties to this Agreement.

Section 3. All jurisdictional disputes shall be resolved without the occurrence of any strike, work stoppage, or slowdown of any nature, and the Contractor's assignment shall be adhered to until the dispute is resolved. Individuals violating this section shall be subject to immediate discharge.

Section 4. As provided in Article XVI, each Contractor will conduct a pre-job conference with the appropriate affected Union(s) prior to commencing work at all tiers, at which conference all jurisdictional assignments will be announced. The Council and the District Representative shall be advised in advance of all such conferences and may participate if they wish.

ARTICLE IX

WAGES AND BENEFITS

Section 1. (a) All employees covered by this Agreement shall be classified in accordance with work performed and paid the hourly wage rates for those classifications pursuant to the applicable Schedule A.

(b) Should there be an issue or dispute as to whether the provisions of the Prevailing Wage Law and/or regulations applicable to this Project are being followed by a Contractor, the District, through a Certified Labor Compliance Program, shall promptly have such matter investigated and resolved pursuant to the provisions of the Program and the prevailing wage laws and regulations.

Section 2. (a) Contractor shall pay contributions to the established employee benefits funds in the amounts designated in the appropriate Schedule A on behalf of all covered employees and make all employee-authorized deductions in the amounts designated in the appropriate Schedule A; provided, however, that the Contractor and the Union agree that only such bona fide employee benefits as accrue to the direct benefit of the employees (such as pension and annuity, health and welfare, vacation, apprenticeship, training funds, etc.) shall be included in this requirement and required to be paid by the Contractor on this Project. Bona fide jointly-trusted benefit plans or authorized employee deduction programs established or negotiated under the applicable Schedule A or by the parties to this Agreement during the life of this Agreement may be added, subject to the limitations upon such negotiated changes contained in Article XIX, Section 3 of this Agreement. This provision, however, does not prohibit contractors signatory to the local collective bargaining agreements of the signatory unions from making contributions to other funds as set forth in those local agreements.

(b) The Contractor adopts and agrees to be bound by the written terms of the applicable, legally established, trust agreement(s) specifying the detailed basis on which payments are to be made into, and benefits paid out of, such Trust Funds for his employees. The

Contractor authorizes the parties to such Trust Funds to appoint Trustees and successor Trustees to administer the Trust Funds and hereby ratifies and accepts the Trustees so appointed as if made by the Contractor.

(c) At all times while working under this Agreement, the Contractor is obligated to make compensation and benefit payments to or on behalf of the employee in a total amount no less than required by the applicable prevailing wage.

(d) Each Contractor and subcontractor shall be required to certify in writing that it has paid all wage and benefit contributions due and owing prior to receipt of its final payment and/or retention. Further, upon timely notification by a Union to the District Representative, the District Representative shall work with the prime Contractor or subcontractor who is delinquent in payments of benefit contributions or wages to assure that proper wage and benefit payments are made, to the extent of withholding otherwise due payments owed such Contractor or Sub-Contractor until such payments have been made or otherwise guaranteed.

Section 3. All employees covered by this Agreement shall be paid no later than the end of their work shift each Friday, and shall be paid by check. No more than three (3) days' wages may be withheld in any pay period. Any employee who is discharged or laid off shall be entitled to receive all accrued wages immediately upon discharge or layoff.

Section 4. Wage premiums, including but not limited to pay based on height of work, hazard pay, scaffold pay, and special skill shall not be applicable to work under this Agreement, except to the extent provided for in any applicable prevailing wage determination and/or pre-empted by Schedule A.

ARTICLE X

HOURS OF WORK, OVERTIME, SHIFTS AND HOLIDAY

Except for areas where Schedule A addresses the following subjects, the following provisions shall apply:

Section 1. Work Day and Work Week. Eight (8) hours per day between the hours of 6:00 A.M. and 6:00 P.M., plus one-half (1/2) hour unpaid lunch, approximately mid-way through the shift, shall constitute the standard work day. Forty (40) hours per week shall constitute a regular week's work. The normal work week will start on Monday and conclude on Friday; with the pay week starting on Monday and concluding on Sunday. The foregoing provisions of this Article are applicable unless otherwise provided in the applicable prevailing wage determination, or unless changes are permitted by law and such are agreed upon by the parties. Nothing herein shall be construed as guaranteeing any employee eight (8) hours per day or forty (40) hours per week, or a Monday through Friday work schedule.

Section 2. Starting Times. Employees shall be at their place of work at the starting time and shall remain at their place of work (as designated by the Contractor)

performing their assigned functions until quitting time as per the existing practices of individual crafts. Sufficient time shall be allowed for clean-up pursuant to the applicable Schedule A or craft practice. The parties reaffirm their policy of a fair day's work for a fair day's wage. There shall be no pay for time not worked unless the employee is otherwise engaged at the direction of the Contractor.

Section 3. Overtime. Overtime shall be paid in accordance with the requirements of the applicable Prevailing Wage Determination and/or the applicable Schedule A Agreements. There will be no restriction on the Contractor's scheduling of overtime or the non-discriminatory designation of employees who will work. There shall be no pyramiding of overtime pay (payment of more than one form of overtime compensation for the same hour) under any circumstances.

Section 4. (a) Shifts. Shift work may be performed at the option of the Contractor(s) in a manner consistent with the Schedule A(s).

(b) Because of operational necessities, the second and/or third shifts may, at the District's direction, be scheduled without the preceding shift(s) having been worked, provided, however, that such changes shall not adversely affect the wages or premium payments otherwise due the employees pursuant to other provisions of this Agreement. It is recognized that the District's operations and/or mitigation obligations may require restructuring of normal work schedules. Except in an emergency or as specified in the District's bid specifications, Contractor shall give the affected union(s) at least three (3) days notice of schedule changes.

Section 5. Holidays. Holidays for such craft shall be those recognized in the applicable Schedule A.

Section 6. (a) Reporting Pay. Reporting pay for each craft shall be that contained in the applicable Schedule A. Whenever reporting pay is provided for employees, they will be required to remain at the Project site available for work for such time as they receive pay, unless released earlier by the principal supervisor of the Contractor(s) or his designated representative. Each employee shall furnish his/her Contractor with his/her current address and telephone number, and shall promptly report any changes in each to the Contractor.

(b) When an employee leaves the job or work location of his own volition or is discharged for cause or is not working as a result of the Contractor's invocation of Article XII, Section 3, the employee shall be paid only for the actual time worked.

Section 7. Call Out Pay. When an employee has completed his scheduled shift and is "called out" to perform special work of a casual, incidental or irregular nature, he shall receive pay at the appropriate overtime rate for actual hours worked with a minimum guarantee of the wage equivalent of four (4) hours' pay at the employee's straight time rate. This does not apply to time worked as an extension (before or after) of the employee's normal shift.

(b) Rest Period. The Contractors shall allow the employees to take appropriate rest periods at their work location in a manner consistent with any applicable law and/or regulation.

ARTICLE XI

APPRENTICES

Section 1. (a) The parties recognize the need to maintain continuing support of programs designed to develop adequate numbers of competent workers in the construction industry, and the obligation to capitalize on the availability of the local workforce within the community served by the City College of San Francisco and to recruit and encourage the participation of City College students and graduates and residents of the City of San Francisco in the construction industry. To these ends, the parties will support the construction training courses, programs, pre-apprenticeship and joint apprenticeship programs in which they participate and which are certified by the State of California, and will facilitate and encourage CCSF students and graduates and residents of the City of San Francisco to commence and progress in such apprenticeship programs.

(b) Each contractor or subcontractor performing work covered by this Agreement shall employ on its regular workforce at least one (1) employee or eligible CCSF Trainee who is enrolled and participating in an approved construction training course, program, pre-apprenticeship and/or Joint Apprenticeship Program serving the local residence area as soon as such contractor or subcontractor has the minimum number of employees as is established by the Department of Apprenticeship standard regulations for the participation of apprentices. Such Apprenticeships Program must have been approved by the State of California, Division of Apprenticeships Standards and shall have graduated ten (10) apprentices annually for at least the past five (5) years. This requirement applies to any craft for which the state of California, Division of Apprenticeship Standards, has approved an Apprenticeship Program. A properly indentured apprentice must be employed under the regulations of the craft or trade at which the work he or she is indentured and shall be employed only for work of the craft or trade in which he or she is registered. The referenced graduation requirement is applicable to any craft or trade not recognized by the State of California, Division of Apprenticeships Standards, as an apprenticeable occupation for more than nine (9) years prior to the effective date of this Agreement. If an apprentice is not available for referral to a Contractor when such Contractor's required to employ an apprentice pursuant to this subsection, the Contractor shall maintain an open request for such referral as long as its obligations to employ the apprentice exists. The requirement of this subsection does not relieve the Contractor and signatory Unions of the obligations contained in the remainder of this article.

Section 2. The Unions agree to cooperate with the Contractor in furnishing apprentices as requested up to the maximum percentage permitted by the Schedule A or applicable joint apprenticeship committee. The apprentice ratio for each craft shall be in compliance, at a minimum, with the applicable provision(s) of the Labor Code relating to utilization of apprentices. To encourage the training and utilization of apprentices, the District shall encourage all contractors to employ apprentices when work is available for which they are qualified.

Section 3. In recognition of City College's desire to have District-trained students employed on its Project, a subcommittee of the Labor Management Committee established pursuant to Article XVII shall be established, jointly chaired by a designee of the District Representative and a designee of the Council, to work with representatives of each signatory craft's apprenticeship committee and of City College to establish appropriate criteria and procedures for recognition by the joint apprenticeship committees of the educational and work experience possessed by students and/or graduates of City College towards qualifying for advanced levels in the apprenticeship programs under the direction of such joint apprenticeship committees. Further, the sub-committee shall work to expand construction training courses, programs, pre-apprenticeship, and Joint Apprenticeship programs for CCSF-related individuals and for residents of San Francisco, and to develop procedures providing preference for graduates of such programs into the Joint Apprenticeship programs of the signatory Unions.

The signatory unions recognize the importance to the District of providing City College students and graduates for the opportunity to participate both in the Signatory Unions' Apprenticeship Programs and work on the Project under this Agreement, and will cooperate fully and encouraging the establishment of such recognition by the Joint Apprenticeship Committees in which they participate. The subcommittee shall meet as necessary, at the call the joint chairs, to expeditiously facilitate the goals detailed above as soon as this Agreement becomes effective.

Section 4. The District Representative shall prepare quarterly reports on apprentice utilization and the training and employment of City College's students and graduates, and local residents for the District. The sub-committee may review such reports and make any recommendation for improvement, if necessary, including increasing the availability of skilled Trades, and the employment of local residents, at-risk or disadvantaged individuals or other individuals who should be assisted with appropriate training for qualification for apprenticeship programs.

ARTICLE XII

SECURITY, SAFETY, PROTECTION OF PERSON AND PROPERTY

Section 1. (a) In accordance with the requirements of the Occupational Safety and Health Act, it shall be the exclusive responsibility of each Contractor on the job site to ensure safe working conditions for its employees and their compliance with any safety rules contained herein or established by the District, its representatives, and/or the Contractor. It is understood that the employees have an individual obligation to use diligent care to perform their work in a safe manner and to protect themselves and the property of the Contractor and the District.

(b) Employees shall be bound by the reasonable safety, security and visitor rules established by the Contractor, the District, and/or its representatives. These rules will be published and posted in conspicuous places throughout the work site. An employee's failure to satisfy his obligations under this Section will subject him to corrective action.

(c) The parties to this Agreement shall, through the Committee(s) establish to pursuant Article XVII, review, suggest and advise with regard to the Safety and Health programs implemented on this project.

(d) Substance abuse testing procedures contained in the Schedule A's shall be applicable to work on the Project, pursuant to their terms.

Section 2. The inspection of incoming shipments of equipment, machinery and construction materials of every kind shall be performed by an appropriate Inspector of Record, if required pursuant to California law, or otherwise at the discretion of the Contractor by individuals of its choice.

Section 3. A Contractor may suspend all or a portion of the job to protect the life and safety of an employee. In such cases, employees will be compensated only for the actual time worked; provided, however, that where the contractor requests employees to remain at the site and available for work, the employees will be compensated for the standby time at their basic hourly rate of pay.

Section 4. The Contractor shall provide adequate supplies of drinking water and sanitary facilities for all employees.

Section 5. Should the District institute an Owner Controlled Insurance Program (OCIP), and further, as part of that Program, request that medical care delivery and/or ADR programs be instituted under this Agreement pursuant to Section 3201.5 of the Labor Code, the representatives of the Council will meet with the District Representative and negotiate in good faith the appropriate concepts for such provisions and develop for approval by all parties the details of such program for implementation on the project.

ARTICLE XIII

NON-DISCRIMINATION

Section 1. The Contractor and Union agree that they will not discriminate against any employee or applicant for employment because of race, color, ethnic group identification, national origin, ancestry, religion, gender, age, marital status, disability or AIDS/HIV status, medical conditions, sexual orientation, gender identify, domestic partner status or status as a Vietnam-era veteran , and shall provide equal employment opportunity for all persons in all job categories of employment based only upon job-related bona fide occupational qualifications. The Unions shall cooperate with the Contractors' obligations to insure that applicants are employed, and that employees are treated during employment, without regard to such status. Relevant employment actions shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Any complaints

regarding the application of this provision shall be brought to the immediate attention of the involved Contractor for consideration and resolution.

Section 2. It is recognized that Federal, state or city governments or the District may have certain policies and commitments for the utilization of small, local business enterprises. Further, it is recognized that the District is reviewing and revising its established SLBE program to encourage participation in Project Work by those organizations in the Program, and that new commitments, not inconsistent with this Agreement, may be formulated and implemented by the District in its SLBE Program and/or as part of its implementation of AB1084. The parties shall jointly endeavor to ensure that these commitments are fully met and that any provisions of this Agreement which may appear to interfere with the utilization of such business enterprises which are qualified for work on the Project shall be carefully reviewed and adjustments made as may be appropriate and agreed upon among the parties to ensure full compliance with the spirit and the letter of the governments' or the District's policies and commitments.

ARTICLE XIV

TRAVEL AND SUBSISTENCE

Section 1. Travel expenses, travel time, subsistence allowance and/or zone rates shall be applicable to work under this Agreement as per Schedule A.

Section 2. Because there may be limited available parking space within the immediate vicinity of Project work sites, the District may require, through its representatives, that parking be restricted to (or prohibited in) certain designated areas during some or all of a work day. Parking reimbursement procedures established under applicable Schedule A's shall apply to this Project. The availability of parking will be discussed by the District Representative at both the pre-bid and pre-job conferences.

ARTICLE XV

WORKING CONDITIONS

Section 1. The District and/or its representatives shall establish such reasonable Project rules as are deemed appropriate and not inconsistent with this Agreement. These rules will be explained at the pre-job conference and posted at Project sites by the Contractor and may be amended thereafter as necessary. Failure to observe these rules and regulations by any employee may be grounds for corrective action, including discharge.

Section 2. Unless expressly permitted otherwise by the District or its representative, all employees working for Contractors signatory to this Agreement are prohibited from utilization of the public areas of District facilities, including without limitation, sanitary facilities, eating facilities and non-public parking areas.

ARTICLE XVI

PRE-JOB CONFERENCES

Consistent with Article VIII, Section 4, all work assignments shall be disclosed by the General Contractor and Sub-Contractors at a pre-job conference prior to signing of contract. The Contractor shall notify the District Representative at least two weeks before starting work under this Agreement, and the District Representative shall coordinate the scheduling of the pre-job conference with the Council, the Contractor(s) and the affected Union(s). Prime contractors are responsible either to provide the appropriate information to the affected Union(s) with regard to the assignments of work to be made by their subcontractors, and that such subcontractors directly provide such information within 48 hours or two working days, whichever comes first. The employing contractor (or subcontractor), however, will remain responsible for making the appropriate assignment(s) as required by this Agreement. Should there be any formal jurisdictional dispute raised under Article VIII, the District Representative shall be notified promptly. At the pre-job, the District Representative will review the District's employment and contracting programs and goals with the participants. Parking availability will also be reviewed with the Contractor and Unions at the pre-job conference.

ARTICLE XVII

LABOR/MANAGEMENT COOPERATION

Section 1. The parties to this Agreement will form a joint committee consisting of representatives selected by the Council and the District Representative, to be chaired jointly by a representative of each. The purpose of the Committee shall be to promote harmonious and stable labor-management relations on this Project, to insure effective and constructive communication between labor and management parties and to advance the proficiency of individuals working in the industry.

Section 2. The Committee shall meet on a schedule determined by the Committee or at the call of the joint chairs to discuss the administration of the Agreement, the progress of the Project, labor/management problems that may arise, and any other matters consistent with this Agreement. Substantive grievances or disputes arising under Articles VI, VII and/or VIII, or the Schedule A(s) shall not be reviewed or discussed by this Committee, but shall be processed pursuant to the provisions of the appropriate Article.

The District Representative shall be responsible for the scheduling of the meetings, the preparation of the agenda topics for the meetings with input from the Unions, the Contractors and the District. Notice of the date, time and place of the meeting shall be given to the Committee members at least three (3) days prior to the meeting. The District shall be notified of the meetings and invited to send a representative(s) to participate.

Section 3. The Committee may form sub-committees to consider and advise the full Committee with regard to safety and health issues affecting the Project, and similar

issues affecting the overall Project, including any workers compensation program initiated under this Agreement.

ARTICLE XVIII

SAVINGS AND SEPARABILITY

Section 1. All parties recognize that this Agreement and all employment pursuant to it is subject to all applicable federal and state laws and regulation, and nothing herein is intended to relieve any party or individual of their obligations under such laws and regulations. Further, it is not the intention of either the Contractor or Union parties to violate any laws governing the subject matter of this Agreement.

Section 2. The parties hereto agree that in the event any provisions of the Agreements are finally held or determined to be illegal or void as being in contravention of any applicable law, the remainder of the Agreement shall remain in full force and effect unless the part or parts so found to be void are wholly inseparable from the remaining portions of this Agreement. Further, the Contractor and Union agree that if and when any provisions of this Agreement are finally held or determined to be illegal or void by the court of competent jurisdiction, the parties will promptly enter into negotiations concerning the substance affected by such decision for the purpose of achieving conformity with the requirements or any applicable law and the intent of the parties hereto.

Section 3. The parties recognize the right of the District to withdraw, at its absolute discretion, the utilization of this Agreement as part of any bid specification should a court of competent jurisdiction issue any order, or any applicable statute be invoked which contains any self-applying provision, either of which could result, temporarily or permanently, in delay of the bidding, awarding, and/or construction work on the Project. Notwithstanding such an action by the City, or such court order or statutory provision, the Parties agree that the Agreement shall remain in full force and effect on the Project, to the maximum extent legally possible.

Section 4. The occurrence of events covered by Section 1 and/or Section 2 above shall not be construed to waive the prohibitions of Article VI as they apply to ongoing Project work covered by this Agreement, unless such occurrence nullifies the intent of the parties in entering into this Agreement. Any dispute regarding the application of this Section shall be resolved pursuant to the provisions of Article VII, prior to any work disruption.

ARTICLE XIX

DURATION OF THE AGREEMENT

Section 1. Duration. This Project Labor Agreement shall be effective on _____, and shall continue in full force and effect until all work under Article II of the Agreement has been completed. This Agreement may be

extended by mutual consent of the District and the Unions for any further construction program initiated pursuant to the receipt of revenues under Proposition A as well as all future Local Bond Measures passed for the purposes of performing construction relevant to the types of craftwork performed by the affiliates of the San Francisco Building and Construction Trades Council.

Section 2. (a) Turnover. Construction of any phase, portion, section or segment of the Project shall be deemed complete when such phase, portion, section or segments has been turned over to the District by the Contractor and the District has accepted such phase, portion, section or segment. As areas and systems of the Project are inspected and construction tested and/or approved by the District's representatives and accepted by the District or third parties with the approval of the District, the Agreement shall have no further force or effect on such items or areas, except when the Contractor is directed by the District or its representatives to engage in repairs or modifications required by its contract(s) with the District or the District Representative.

(b) Notice. Notice of each final acceptance received by the Contractor will be provided to the San Francisco Building Trades Council with a description of what portion, segment, etc. has been accepted. Final acceptance may be subject to a "punch" list, and in such case, the Agreement will continue to apply to each such item on the list until it is completed to the satisfaction of the District and Notice of Acceptance is given by the District or its representative to the Contractor. At the request of the Union, complete information describing any "punch" list work, as well as any additional work required of a Contractor at the direction of the District pursuant to Section 2(a) above, involving otherwise turned-over or completed facilities which have been accepted by the District, will be available from the District Representative.

(c) Termination. Final termination of all obligations, rights and liabilities and disagreements shall occur upon receipt by the Union of a notice from the District Representative or District saying that no work remains within the scope of this Agreement.

Section 3. Schedule A's incorporated as part of this Project Agreement shall continue in full force and effect until the contractor and/or union parties to the Collective Bargaining Agreement which are the basis for such Schedule A's notify the District Representative of mutually agreed upon changes in such Agreements and their effective date(s).

The parties agree to recognize and implement such changes on their effective dates, provided, however, that any provisions negotiated in said collective bargaining agreements will not apply to work covered by this Agreement if such provisions are less favorable to the contractor under the Agreement than those uniformly required of contractors for construction work normally covered by those Agreements; nor shall any provision be recognized or applied if it may be construed to apply exclusively or predominantly to work covered by this Agreement. Any disagreement between the parties over the incorporation into a Schedule A of any such provision agreed upon in the negotiation of the local collective bargaining agreement which serves as the basis for the Schedule A shall be resolved under the procedures established in Article VII.

Section 4. The Union agrees that there will be no strikes, work stoppages, sympathy strikes, picketing, slowdowns, or any other disruptive activity affecting the Project by any union involved in the negotiation of such local collective bargaining agreements and the resulting Schedule As, nor shall there be any lock-out on this Project affecting the Union during the course of such negotiations.

In witness whereof, the parties have caused this Agreement to be executed and effective as of the day and year first above written:

For the San Francisco Community College
District:

For the Unions:

Title:

San Francisco Building and Construction
Trades Council

For the Affiliated District Councils and/or
Locals:

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

Attachment A

Letter of Assent

To be signed by all Contractors awarded work covered by the Project Labor Agreement prior to commencement of work.

[Contractor Letterhead]

City College of San Francisco

San Francisco, CA

Attn:

Re: San Francisco Community College District/City College of San Francisco Construction
Project Labor Agreement-Letter of Assent

Dear Sir:

This is to confirm that [Name of Company] agrees to be party to and bound by The City College of San Francisco Project Labor Agreement effective [], 2004, as such Agreement may from time-to-time be amended by the negotiating parties or interpreted pursuant to its terms. Such obligation to be a party and bound by this Agreement shall extend all work covered by the Agreement undertaken by the Company on the Project pursuant to [Contract No. or identifying description], and this Company shall require all of its subcontractors of whatever tier to be similarly bound for all work within the scope of the Agreement by signing an identical Letter of Assent.

The Contractor specifically agrees and understands its obligation to pay no less than the prevailing wage required by California law and to meet its benefit obligations in a manner consistent with Article XI, Section 2. Specifically, by executing this Letter of Assent, the undersigned parties subscribes to, adopts and agrees to be bound by the written terms of the legally established trust agreement specifying the detail basis upon which contributions are to be made into, and benefits made out of, such trust funds and ratifies and accepts the trustees appointed by the parties to such trust funds.

Sincerely,

[Name of Construction Company]
California State License No.:

By: []

Name and Title of Authorized Executive

cc: City College of San Francisco

[Copies of this Letter will be available for inspection or copying on request of the Union].

Attachment B

Elevators Constructors Letter



PROPOSED LIST OF PROJECTS FUNDED BY
CITY COLLEGE'S 2001 GENERAL OBLIGATION BOND
TO BE COVERED UNDER
A PROJECT LABOR AGREEMENT

OCTOBER 4, 2002

CITY COLLEGE OF SAN FRANCISCO

1. SUMMARY OF PROJECTS FUNDED BY 2001 BONDS TO BE COVERED BY PROJECT LABOR AGREEMENT

I	Funds for New Mission and New Chinatown / North Beach Campuses (includes state matching funds)	\$136,171,876
II	Acquisition of Evans Campus and Seismic Retrofitting	\$9,252,656
III	Completion of Computer Network and Electrical Upgrades	\$16,043,145
V	Joint Use Academic Facility for Child Development, Healthcare Studies and Teacher Training*	\$10,000,000
VI	Community Health and Wellness Center	\$25,000,000
VII	Balboa Reservoir - Infrastructure for Future College Use	\$13,000,000
VIII	Acquisition and Improvements for Parcel Adjacent to Phelan Campus	\$5,532,323
IX	Community Performing, Cultural and Media Arts Center	<u>\$25,000,000</u>
TOTAL AMOUNT		\$240,000,000

1. Matching funds for New Mission and New Chinatown / North Beach Campuses



Design images provided by KKA/SMWM Architects

Project Description:

City College currently leases from the San Francisco Unified School District the facilities that house the Mission Campus located at 106 Bartlett Street, and the Chinatown/North Beach Campus located at 940 Filbert Street. While the School District has offered short-term extensions of these leases, the long-term availability of these facilities, both of which have high student enrollment, remains in doubt. In addition, these buildings were never constructed for College level activities.

Funding from the College's 1997 Bond issue has been used to acquire permanent sites for the Mission and Chinatown/North Beach campuses. City College now proposes to build state-of-the-art campuses to provide these communities with educational and training opportunities to meet their needs. City College has already secured state funding for the design of the Mission Campus and expects to receive similar funding for the Chinatown/North Beach Campus in the near future. Unfortunately State funding for the construction of these campuses will only cover a portion of the estimated cost.

The State will provide approximately \$32 million of the \$62 million needed to construct the Mission Campus. The State will provide approximately \$30 million of the \$75 million needed to construct the Chinatown/North Beach Campus. This shortfall is primarily attributable to the failure of state funding formulae to incorporate the higher cost of building in San Francisco. This proposed bond issue would provide City College with the matching funds it needs to build permanent campuses for neighborhoods that continue to demonstrate high demand for our classes. These campuses, when completed, will make direct and ongoing contributions to the educational, economic and cultural development of San Francisco for many years to come.

I. Matching funds for New Mission and New Chinatown / North Beach Campuses

Proposed Project Schedule:

	2001					2002					2003					2004					2005															
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
A&E Services																																				
Mission Campus Const.																																				
A&E Services																																				
Chinatown/ North Beach Campus Construction																																				

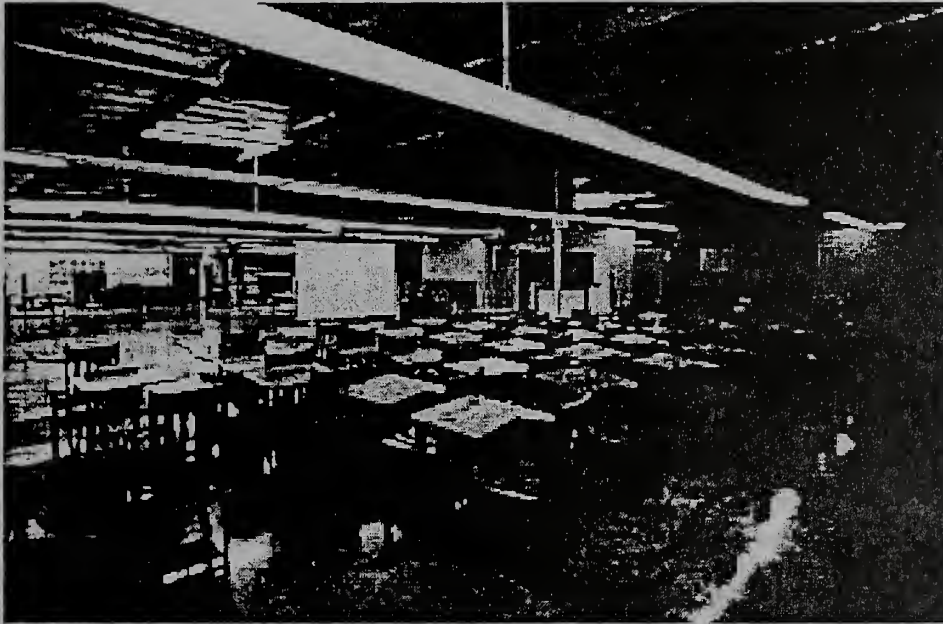
Estimated Project Costs:

Ia. Mission Campus		2001 Bond	State Funds	Project Costs
1	Construction, Purchase & Installation	\$ 21,938,500	\$ 30,000,000	\$ 51,938,500
2	Project Control	\$ 7,348,930	\$ 2,000,000	\$ 9,348,930
3	Site Control	\$ -	\$ -	\$ -
4	Finance Costs	\$ 600,000	\$ 0	\$ 600,000
TOTAL		\$ 29,887,431	\$ 32,000,000	\$ 61,887,431

Ib. Chinatown / North Beach Campus		2001 Bond	State Funds	Project Costs
1	Construction, Purchase & Installation	\$ 35,173,260	\$ 28,000,000	\$ 63,173,260
2	Project Control	\$ 9,371,187	\$ 2,000,000	\$ 11,371,187
3	Site Control	\$ -	\$ -	\$ -
4	Finance Costs	\$ 740,000	\$ -	\$ 740,000
TOTAL		\$ 45,284,446	\$ 30,000,000	\$ 75,284,445

TOTAL 2001 BOND:	\$ 75,171,876
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II. Acquisition of Evans Campus and Seismic Retrofitting



Project Description:

For several years City College leased its main campus for vocational education at 1400 Evans Avenue in the southeast part of San Francisco. The programs that operate out of this facility include, automotive repair, construction trades training, and garment making. Because the College was spending nearly \$500,000 per year in public funds in the form of rent, the College issued Certificates of Participation (COPs) in 2000 to acquire the property at a cost of \$6.1 million. While the facility is in good condition, by acquiring the property City College is now obligated to immediately address seismic and other code related issues. The estimated construction cost of these structural improvements is \$2.6 million.

This proposed bond issue would provide City College with \$9.2 million for the acquisition and necessary improvements for the 1400 Evans campus, including repayment of the \$8.1 million in COPs dedicated to the acquisition and improvement of the property. By acquiring the facility the College will be able to redirect the annual rent payments into improving and increasing educational opportunities for the people of San Francisco. In addition, the facility will now be eligible for state maintenance funds.

II. Acquisition of Evans Campus and Seismic Retrofitting

Proposed Project Schedule:

	2001					2002					2003					2004								
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
Site Acquisition																								
A&E Services																								
Construction																								

Estimated Project Costs:

		2001 Bond	State Funds	Project Costs
1	Construction, Purchase, & Installation	\$2,594,106	\$0	\$2,594,106
2	Project Control	\$466,939	\$0	\$466,939
3	Site Control	\$6,100,000	\$0	\$6,100,000
4	Finance Costs	\$91,610	\$0	\$91,610
	TOTAL	\$9,252,656	\$0	\$9,252,656

III. Completion of Computer Network and Technology Upgrades



Project Description:

Every segment of City College is increasingly dependent on technology for success – students, faculty, and support staff. With the 1997 bond allocation, the college is completing the first stage of its technology transformation by connecting all campuses, classrooms, and offices with a college-wide network infrastructure that has the bandwidth and speed to carry data, voice, and video including Internet access. The second stage will be the installation of instructional technologies, student and staff access, telephone system upgrades, and final completion of the infrastructure. The priorities for the proposed 2001 bond issue include the following:

- Educational Technologies for the Classroom – to include installation of multimedia classrooms, technology labs for student instruction, and a video distribution system;
- Enabling Technologies for Student and Staff Access – to include network ports and connectivity for all student support offices and their supervisors, plus access ports to ensure student gateways to the technology information system;
- Telephone System Upgrade – to convert the college from dependence on a utility provider to a system capable of connecting all campuses and reducing operating costs in the future; and
- Infrastructure Upgrade Completion – to complete the building wiring, manhole repairs, power supply/ server support, and inter-campus connectivity of the network.

This proposed bond issue would provide the College with \$16 million for the completion of its computer network and related technology upgrades, including up to \$7.5 million to repay COPs the college issued to keep this project moving forward. By completing the network, the College would be able to increase educational opportunities and student success at all of its campuses.

III. Completion of Computer Network and Technology Upgrades

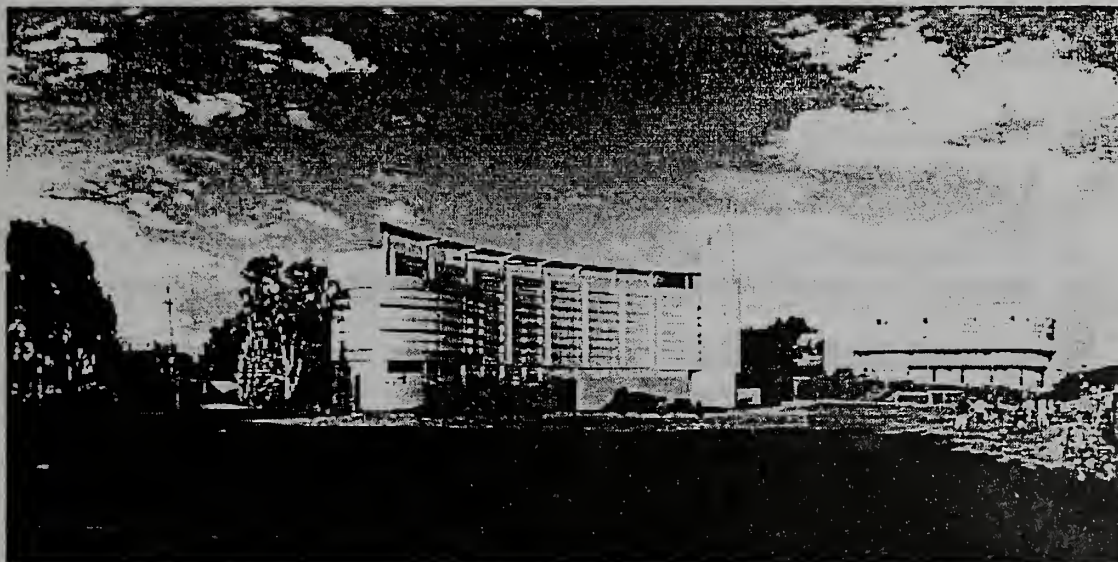
Proposed Project Schedule:

	2002												2003												2004												2005												
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	
A&E Services																																																	
Construction																																																	

Estimated Project Costs:

		2001 Bond	State Funds	Project Costs
1	Construction, Purchase & Installation	\$ 13,460,292		\$ 13,460,292
2	Project Control	\$ 2,422,853		\$ 2,422,853
3	Site Control	\$ -		0
4	Finance Costs	\$ 160,000		\$ 160,000
TOTAL		\$ 16,043,145	0	\$ 16,043,145

V. Joint Use Academic Facility for Child Development, Healthcare Studies and Teacher Training



Design image provided by KMD Architects

Project Description:

SFSU and CCSF have shared a unique history of collaboration and involvement. Traditionally, more students from City College transfer to SFSU than any other college in the state. Being located within easy commuting distance of each other has helped facilitate a highly cooperative relationship. Recently, SFSU has had great success in offering courses “on-site” at City College. The growth of City College, the pressures of a growing academic schedule and serious limits on classroom space have essentially resulted in a “capping out” of offerings despite huge demand. Offering students the opportunity of “one-stop shopping” at one location where they can have access to the full four-year undergraduate (2 + 2) experience has tremendous appeal for community college students.

Establishing a new joint use facility where faculty from both institutions could be co-located; courses taught; and support services provided would effectively create a new model for collaboration and instruction that has never been tried before in the state. Florida piloted and then expanded such an approach throughout the state and it has worked very effectively. Library resources, computer labs, student support services, food services, and security are resources that are currently in place and can be shared, thereby enhancing the cost-effectiveness of this approach. Students could earn their Associate of Arts Degree, complete their General Education requirements, and then step-up into “upper-division” enrollment leading to degree completion. Dual enrollment opportunities could be fully explored and implemented as necessary. Graduate internships, service learning opportunities and linking our institutions via interactive television (smart classrooms) are other options that could be accommodated within this new collaboration.

V. Joint Use Academic Facility for Child Development, Healthcare Studies and Teacher Training

Goals

- To establish a joint use facility between the two colleges for purposes of enhancing transfer and expanding access.
- To focus program development on the areas of Teacher Preparation; Child and Human Development; and Health-related programs.
- To jointly seek the support of the state to accomplish the above outside the consideration of the regular Capital Outlay Process.
- To share instructional resources to create a "seamless" pathway to 4-year degree completion in the areas identified above.

This facility will also include a "full-service" **Child Care Center** that will accommodate not only the traditional pre-school child care, but also infants, toddlers, and a "sick child" care center, which will interface with our Nursing and other Health Care Programs. Also included will be new facilities for our **Student Health Services Center**, currently located in outdated bungalows.

Given the need to respond to the critical areas of teacher preparation and the training of child care and health care professionals at all levels, a collaborative model such as the one described could demonstrate to the rest of the state the efficacy of such an approach. Tidal Wave II insures our respective institutions of a level of student demand that will be a challenge to accommodate. SFSU (and the CSU system) cannot build facilities fast enough to keep up with the demand on their side, and the same applies to City College. The joint use concept allows both sectors to work together in the most cost-effective manner possible; accommodate demand; focus programmatically on critical needs of the region/state/community; and bring on-line facilities which will maximize the use of existing resources to reduce the cost to the state and its taxpayers. It represents a classic "win-win" for everyone involved. It is also needed for the college to accomplish its goal of moving classes out of decrepit aged bungalows and into modern buildings.

The college will aggressively pursue state and federal funding to support the "joint-use" concept with San Francisco State University. If funds are not forthcoming, the "local" funds will be utilized to support the construction of the new Child Care Center and the new Student Health Services Center.

V. Joint Use Academic Facility for Child Development, Healthcare Studies and Teacher Training

Proposed Project Schedule:

	2002					2003					2004					2005								
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
A&E Services																								
Construction																								

*Estimated Project Costs:

	2001 Bond	State Funds	Project Costs
1 Construction, Purchase, & Installation	\$8,447,944	\$0	\$33,791,775
2 Project Control	\$1,453,046	\$0	\$5,812,185
3 Site Control	\$0	\$0	\$0
4 Finance Costs	\$99,010	\$0	\$396,040
TOTAL	\$10,000,000	\$0	\$40,000,000

* The College will seek the remaining \$10 million needed to complete the project from a combination of a Phase II bond issue federal, and private funds.

VI. Community Health and Wellness Center



Design image provided by Logan Hopper Architects

Project Description:

City College conducts its physical education program in a pair of sixty-year-old buildings that will not survive a significant earthquake. It would cost at least \$5-10 million to implement the seismic improvements that are needed. Unfortunately such action would not alter the fact that these facilities were designed to serve about one-half of the number of students who currently use it on a daily basis. Because of these limitations, the current facility cannot house the College's Student Health Center, and cannot be made available to the public for health and wellness activities.

Because the state has limited capital funds, it has refused the College's request to fund a replacement facility. City College is proposing to replace both of its sixty-year-old physical education buildings with a single Community Health and Wellness Center. The new building would be located at the Phelan Campus on land the College already owns. This proposed bond issue would provide the College with \$25 million to fund a portion of the expected cost for designing and constructing a new Health and Wellness Center that would be large enough to allow both students and members of the public to participate in health and wellness activities. The College will continue to pursue state and private support for the additional funds needed to complete the Health and Wellness Center. Alternatively, if state and private funds are not available to complete the Community Performing, Cultural and Media Arts Center, bond funds designated for that project will be reallocated into the Community Health and Wellness Center, thereby providing sufficient funding to complete this project.

VI. Community Health and Wellness Center

Proposed Project Schedule:

	2002				2003				2004				2005				2006				2007			
	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J
EIR																								
A&E Services																								
Construction																								

*Estimated Project Costs:

		2001 Bond	State Funds	Project Costs
1	Construction, Purchase, & Installation	\$20,945,179	\$17,022,802	\$37,967,981
2	Project Control	\$3,807,297	\$2,977,198	\$6,784,494
3	Site Control	\$0	\$0	\$0
4	Finance Costs	\$247,525	\$0	\$247,525
	TOTAL	\$25,000,000	\$20,000,000	\$45,000,000

* If state funds are not available, the college will seek the remaining \$20 million needed to complete the project in a Phase II local bond issue.

VII. Balboa Reservoir - Infrastructure for Future College Use



Project Description:

City College recently reached a conceptual agreement with the San Francisco Public Utilities Commission on reconfiguring the Balboa Reservoir. The current north south split, which is used for student parking, will be changed to an east-west orientation with the College owning the east portion and controlling air rights to the west side.

The Balboa Reservoir's east basin, which is directly opposite the Phelan Campus, will be the only large piece of undeveloped land the College owns. The College's long-term plans for the reservoir site include a new Community Performing, Cultural and Media Arts Center (refer to Project IX of this document), a Student Development Services Center, and an Advanced Technology Learning Center.

In addition to the costs of removing and rebuilding the berm that separates the two basins, the College proposes to bring utilities into the east basin and to provide space for approximately the same number of cars that currently park in the reservoir. The College will conduct a comprehensive environmental impact study to evaluate both the reconfiguration of the reservoir as well as any structures that would be built on the site.

During the EIR process, the College will provide opportunities for both community residents as well as local businesses to participate in developing plans to address the College's facilities needs at the Phelan Campus. Furthermore, the College is an active participant in the Department of City Planning's "Better Neighborhoods Program". This is reflective of the College's commitment to ensuring that any development of the Balboa Reservoir includes elements that will significantly improve the general appearance of the Ocean Avenue corridor.

VII. Balboa Reservoir - Infrastructure for Future College Use

Proposed Project Schedule:

	2002												2003												2004												2005											
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
EIR																																																
A & E Services																																																
Construction																																																

Estimated Project Costs:

		2001 Bond	State Funds	Project Costs
1	Construction, Purchase, & Installation	\$10,553,345	\$0	\$10,553,345
2	Project Control	\$2,317,942	\$0	\$2,317,942
3	Site Control	\$0	\$0	\$0
4	Finance Costs	\$128,713	\$0	\$128,713
	TOTAL	\$13,000,000	\$0	\$13,000,000

VIII. Acquisition and Improvements for Parcel Adjacent to Phelan Campus



Project Description:

City College proposes to acquire a parcel of land that is adjacent to the northeast side of its Phelan. The parcel is currently the site of aging greenhouses. The construction work the College needs to conduct to build the projects in this bond proposal will include the demolition of decrepit classroom space. Consequently there will be a period of time, perhaps as long as five years, during which the College would need to add some modular units to minimize the impact on class offerings. By acquiring the parcel adjacent to the campus the College would have a site for locating a significant number of modular units. By adding these units and by making some adjustments to the schedule of classes the College would seek to ensure that its total class offerings remained stable. When construction is completed the area used for modular units would be re-landscaped and left in a far more attractive state for the surrounding neighborhood or developed into a new practice field for the college.

VIII. Acquisition and Improvements for Parcel Adjacent to Phelan Campus

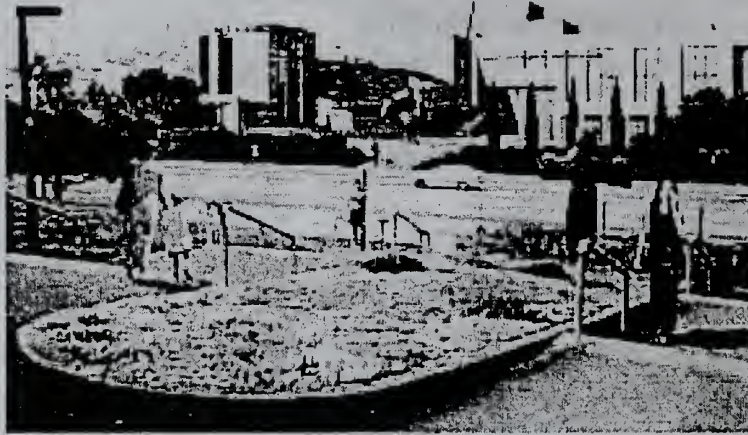
Proposed Project Schedule:

	2002												2003												2004												2005											
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
Parcel Acquisition																																																
EIR																																																
A&E Services																																																
Construction																																																

Estimated Project Costs:

		2001 Bond	State Funds	Project Costs
1	Construction, Purchase, & Installation	\$2,602,138	\$0	\$2,602,138
2	Project Control	\$558,578	\$0	\$558,578
3	Site Control	\$2,340,000	\$0	\$2,340,000
4	Finance Costs	\$31,607	\$0	\$31,607
	TOTAL	\$5,532,323	\$0	\$5,532,323

IX. Community Performing, Cultural and Media Arts Center



Project Description:

City College's performing and media arts departments are currently housed in areas that are substandard and over-crowded. Currently used buildings do not support the technology needed and cannot provide the space required for students' needs. The College's Media Arts classes prepare students in increasing numbers for work in the arts and entertainment industries throughout California; for performing arts technology centers in the Bay Area; and for general education and transfer needs.

The center would include a performing arts auditorium, parking and public amenities, a rehearsal hall and reception area, ensemble rooms, an archive/library facility, a media center (listening lab), music lockers, storage areas, practice rooms, media performance laboratories and classrooms that are needed to facilitate the removal of aging decrepit bungalows. The proposed project would also provide meeting and auditorium space for the entire college as well as the community. This facility would house the Film, Music, and Theater Arts Departments in their entirety. It would also provide desperately needed expansion space for these departments as well as the Broadcast Electronic Media Arts Department, and the Dance and Multimedia programs. Currently, these departments and programs instruct more than 5,000 students per semester in space adequate for less than 1,000.*

-
- By accomplishing projects V and IX, CCSF will be able to remove all existing bungalows from the Phelan campus.

IX. Community Performing, Cultural and Media Arts Center

The College currently has title to the south basin of the Balboa Reservoir. Negotiations with the San Francisco Public Utilities Commission have produced a conceptual agreement that will reconfigure the reservoir into an east-west orientation. The complex would be built on the east reservoir thereby enabling the P.U.C. to move forward with its plan to store water in the west reservoir. In the event that neither state nor private funds are available to complete the funding needed for the Community Performing, Cultural

and Media Arts Center, the College would reallocate the \$25 million earmarked for this project into the Community Health and Wellness Center and into additional projects within the "Renovation and Remodeling of Aging Facilities & Access for the Disabled" category.

Proposed Project Schedule:

	2003												2004												2005												2006											
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
A&E Services																																																
Construction																																																

***Estimated Project Costs:**

		2001 Bond	State Funds	Project Costs
1	Construction, Purchase, & Installation	\$20,972,479	\$21,224,199	\$42,196,677
2	Project Control	\$3,775,046	\$3,775,801	\$7,550,847
3	Site Control	\$0	\$0	\$0
4	Finance Costs	\$252,475	\$0	\$252,475
	TOTAL	\$25,000,000	\$25,000,000	\$50,000,000

* If state funds are not available, the College will seek the remaining \$25 million needed to complete the project in a Phase II local bond issue.

Attachments D-1 through D-4

Letters to IBEW, SMW, UA, BAC and Carpenters re Pre-Fabrication



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

S6

SUBJECT: SPECIAL
Approval of 2005-2006 Annual Plan
(Resolution No. 050127-S6)

BACKGROUND INFORMATION:

Consistent with the calendar for the college planning and budgeting system, I am recommending for your consideration the college's proposed Annual Plan for 2005-2006. The plan identifies key priority objectives based upon the College Strategic Plan for the coming fiscal year. Progress on attaining the Annual Plan objectives are assessed both with written reports at the mid-year and end-year marks. Some objectives may be carried over into the following year and others will be recommended to be added to ensure that we continue to achieve progress.

The Planning and Budgeting Council developed and is recommending it for adoption. Once the Board approves the plan, it will become the principal source document to guide all college cost center managers as they develop their 2005-2006 objectives and budget requests.

SHARED GOVERNANCE REVIEW:

Yes X ; No ; if yes, which committee:

Date of Review:

RECOMMENDATION:

RESOLVED: That the Board of Trustees of the San Francisco Community College District hereby approves the recommended Annual Plan, a copy of which is on file in the Chancellor's office, and by this reference is incorporated into this resolution, and

RESOLVED: That the Board of Trustees of the San Francisco Community College District hereby directs the Chancellor to develop College Budget 2005-2006 Requests in a manner consistent with the Plan's objectives.

Dr. Philip R. Day, Jr., Originator

BOARD OF TRUSTEES

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JOHNNIE L. CARTER, JR. • DR. ANITA GRIER • JULIO J. RAMOS, ESQ. • RODEL E. RODIS • VERONICA LAWRENCE, STUDENT TRUSTEE
DR. PHILIP R. DAY, JR., CHANCELLOR

Institutional Annual Plan

2005-2006



Final

January 2005

Office of the Chancellor
Office of Research, Planning and Grants

Annual Institutional Plan City College of San Francisco 2005-2006

The Annual Plan is based primarily upon the College's New Strategic Plan adopted by the Board of Trustees in February 2003. The Annual Plan serves as an operational version of the College's plans for a one-year period; it consists of a set of institutional objectives that are to be achieved by the College through the efforts of the college units-departments, schools and administrative operations. Thus, the unit plans are linked to the annual plan, just as the annual plan is linked to the College's overall Strategic Plan. Implementation will follow established college processes and procedures.

The annual institutional objectives are developed in two categories: Basic Operational Objectives that support the College mission and functions, and Developmental Objectives that support new initiatives and innovations. The developmental objectives are mostly drawn from the Strategic Implementation Schedule of the College Strategic Plan. Please consult the Implementation Schedules for specific action plans that are associated with the developmental objectives in this Annual Plan. The full set of Implementation Schedules is available on line at the following URL:

http://www.ccsf.edu/Offices/Research_Planning/strategic_implement.htm

The achievement of these developmental objectives is conditional upon appropriate financial resources that may be uncertain for FY06.

Progress in achieving these objectives will be evaluated during the mid-year and end-of-year reviews. The College recognizes that changes in objectives may be necessary to adapt to new unanticipated situations. All major cost centers at the College will report their progress which will be incorporated into the mid-year and final end-of-year reports.

Operational Objectives

1. To provide high quality educational programs and courses for associate degrees, transfer to baccalaureate institutions, career education and workforce training, pre-collegiate basic skills, English as a Second Language, adult high school diploma, non-credit, cultural enrichment, and lifelong learning.

- 1.1. Provide educational programs and services at each of CCSF's campuses, including Evans, Chinatown/North Beach, Downtown, John Adams, Southeast, Mission, Alemany, and Castro-Valencia.
- 1.2. Offer educational programs and services through the School(s) of Applied Science and Technology, International Education and ESL, Business, Health and Physical Education, Behavioral and Social Sciences, Science and Mathematics, and Liberal Arts.
- 1.3. Provide educational and training services to employers, and residents in the City of San Francisco through Contract Education/Community Services and CalWorks Education and Training.
- 1.4. Provide coordination and support for educational programs and services through the Office of Instructional Support including class scheduling, curriculum development, tenure review, faculty evaluation, and through executive academic leadership.

2. To provide high quality student development and educational services.

- 2.1. Provide recruitment and outreach activities about College programs and services to residents of San Francisco.
- 2.2. Provide admissions and records services for students in credit and non-credit programs.
- 2.3. Provide support for student activities at all College campuses.
- 2.4. Offer orientation, assessment, counseling and placement services to first-time and continuing students.
- 2.5. Provide appropriate financial aid and childcare services to students.
- 2.6. Provide learning assistance through library, tutoring, mentoring and career advisement services.
- 2.7. Enable students to effectively utilize college programs and services through counseling and special support services.
- 2.8. Provide executive leadership for student development services.

3. To provide high quality services in the areas of fiscal, administrative and support services.

- 3.1. Provide oversight and management for College fiscal and administrative operations.
- 3.2. Direct the management of all College human resources operations.
- 3.3. Supervise the operation of all employee relations activities with all collective bargaining agents in the College.
- 3.4. Provide leadership and oversight of information technology services.
- 3.5. Direct and oversee all campus operations, including facilities planning and maintenance of buildings and grounds and security for students and College employees.

4. To provide overall executive level leadership for the College

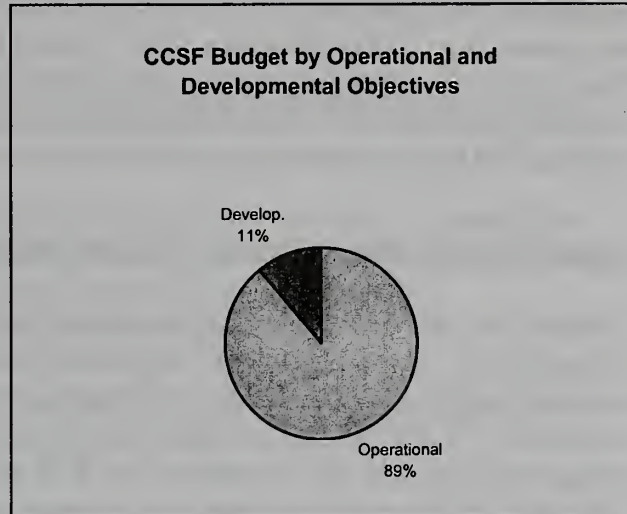
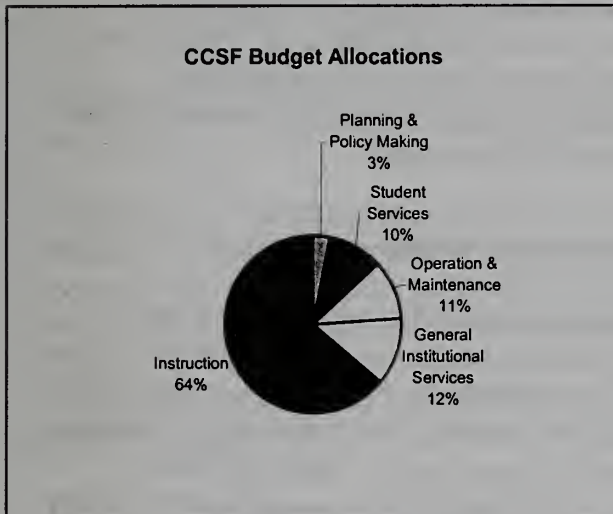
- 4.1. Provide executive leadership to all college operations.
- 4.2. Direct the planning and assessment processes for all College operations.
- 4.3. Provide leadership for the College's general counsel and affirmative action functions.
- 4.4. Provide leadership to the College's public information, development, research, planning and grants divisions.
- 4.5. Provide executive support for Board of Trustees, committees, and other appointive or elective bodies.

5. To continue to maintain a high level commitment to college participatory governance for faculty, classified staff, students and administrators

- 5.1. Ensure high standards and excellence for the College by relying upon the collegial shared governance system in all academic and professional matters related to educational programs and services.
- 5.2. Ensure the effectiveness of administrative operations of the College by relying upon the College Advisory governance system.
- 5.3. Ensure the effectiveness of fiscal and budgetary operations of the college by relying upon the College Budget and Planning governance system.

Detail of Operational Objectives

The College's operational and developmental objectives are supported by the annual budget as delineated in the following graphics.*



Operational Objective 1: Instruction

Utilizing almost two thirds of the annual budget for instructional purposes, the College expects to serve over 106,000 students at nine campus locations and more than 100 sites throughout the City. The College expects to offer 3,300 noncredit and 7,300 credit sections as well as over 500 contract and continuing education classes. Over 750 full-time and 1,200 part-time faculty will provide instruction to students with the support of a classified staff comprised of over 600 full-time and 300 part-time employees. Approximately, 40 administrators provide oversight and leadership to ensure the College meets its operational objectives. CCSF libraries expect to serve over 850,000 visitors to the Rosenberg Library; 75,000 at Downtown; 65,000 at John Adams; 29,000 at Alice Statler; and 13,000 at Southeast Campus.

CCSF will continue to maintain its working relationships with educational institutions, including 26 partnerships with SFUSD and 34 collaborations with San Francisco State University.

* Developmental portion of CCSF budget is approximate. It includes part of administrative, supervisory and reassigned time devoted to developmental activities. Additionally, it includes personnel costs for most of the administrative offices reporting directly to the Chancellor, and costs associated with Facilities Planning, Workforce and Economic Development and the Office of Outreach and Recruitment.

Operational Objective 2—Student Development

To ensure students reach their educational goals, the **Student Development** division, representing about 10% of the College budget, will provide orientation and pre-enrollment counseling services to 17,000 students. Admissions and Records will serve over 100,000 students and 13,000 students will receive transfer services. Matriculation placement tests will be administered to 19,000 students and the GED/high school equivalency to 1,500 students. Over 10,000 financial aid applications will be processed. Over 9,600 students will receive high school and community outreach services. The Learning Assistance Center will provide over 202,000 tutoring hours to students, while the student health services expects to serve over 9,600 students.

Operational Objective 3—Fiscal and Administration

Among the key operational functions within **Finance and Administration** is the management of a \$178 million in general funds and an additional \$55 million for capital improvements. Offices within the Finance and Administration will process over 3,000 contracts, 78,000 payroll checks, 41,000 non-payroll checks, and 2,600 job applications. Fiscal services will also manage over \$25 million in grant funds. Buildings and Grounds will maintain the continual operation of 79 buildings and bungalows for faculty, staff and students. ITS will support over 2,300 computers and 85 computer labs throughout the College. Administrative Services will oversee bookstore operations, food services for CCSF campuses and will provide support services for the CCSF Foundation.

Operational Objective 4—Executive Leadership

The Chancellor, the Vice Chancellors and their staff will provide planning and policy-making support to the College including state and federal policy initiatives, leadership for the College planning, budgeting and assessment activities, and policy support for the Board of Trustees. The Office of Public Information/Marketing will continue to inform the residents of San Francisco about College programs and services, and the Grants and Development Offices will continue to pursue alternative funding, anticipating the submission of upwards of 150 grants totaling from \$15 to \$20 million.

Operational Objective 5—College Participatory Governance

The College will continue its strong commitment to shared governance decision making to ensure high standards and excellence, effective administrative operations and efficient and effective decision-making in the areas of fiscal and budgetary affairs. The Office of Shared Governance will continue to provide coordination, communication and support for over forty shared governance committees comprised of 400 faculty, classified staff, students and administrators.

Developmental Objectives 2005-2006

1. To ensure student access, progress, success and transfer readiness through an effective and expanded approach to improving basic skills, remediation, and transitional studies including instruction, academic and student support services, and other services as necessary.

Objective 1.1: Continue to expand and improve programs and activities that focus on basic skills.

Objective 1.2: Continue to evaluate pre-collegiate/basic skills courses and retention programs through the implementation of Phase III (examination of student perspectives on pre-collegiate/basic skills) and Phase IV (comprehensive examination of student success in non-credit pre-collegiate programs).

Objective 1.3: Continue to expand the use of alternate methods of instruction and academic support.

Objective 1.4: Expand and improve linkages from basic skills through transfer courses in the college curriculum.

Objective 1.5: Plan and design a comprehensive student success curriculum and strategies to further support the Basic Skills Initiative and better serve students.

2. To Continue to emphasize the strengthening and improvement of academic programs and courses, instruction, alternative systems of delivery, and success in achieving student learning outcomes.

Objective 2.1: Continue to implement the Multicultural Infusion Project as it relates to curriculum, faculty and staff development.

Objective 2.2: Continue the institutional self-study process scheduled for completion no later than January, 2006 and prepare to integrate self-study outcomes to further improve academic programs, courses, instruction and student learning outcomes.

Objective 2.3: Promote the acquisition of art, expand art exhibitions across the College, and continue to integrate visual resources into the curriculum to improve student success and learning.

Objective 2.4: Initiate the review, where needed, of existing policies and procedures that faculty use to identify desired learning outcomes by course and program.

Objective 2.5: Develop model survey instruments to assess employer, student, and alumni satisfaction with the College's instructional, transfer, and training programs.

Objective 2.6: Work with appropriate shared governance constituencies to determine the feasibility associated with a schedule for implementation of an alternative semester calendar.

3. To continue to respond effectively to the educational and training needs of students and communities related to workforce, economic, and community development initiatives.

Objective 3.1 Continue to integrate basic skills, ESL, and other related instructional areas with workforce education programs.

Objective 3.2: Continue to create opportunities to collaborate with community-based organizations and businesses to provide students with a first employment/training internship opportunity.

Objective 3.3: Develop partnerships with City of San Francisco departments and agencies as well as community organizations to support workforce training and economic development.

Objective 3.4: Continue to develop bridge courses that introduce students to key occupational programs, such as biotechnology, information technology, global information systems, and health careers.

Objective 3.5: Continue to plan the development of training programs to address the need for high-pay/high-skill/value-added jobs at the Mission Bay and Third Street Corridor for local residents as well as within other sections of the City.

Objective 3.6: Implement the new Moore Foundation's Nursing Program Initiative with California Pacific Medical Center and St. Luke's to better meet student and community demand.

4. To expand the College's outreach, recruitment, marketing, and promotional activities related to the College's programs, services, and resources in order to support the enrollment and community development objectives of the College and the needs of our current and prospective constituencies.

Objective 4.1: In response to the Board of Trustees' stated priorities, develop a comprehensive communications initiative that will increase outreach, further diversify the College's faculty and staff, and encourage collaboration with community organizations.

Objective 4.2: Develop a marketing plan for the purpose of increasing international and not-for-credit international student enrollment.

Objective 4.3: Continue to plan and develop partnerships with San Francisco Unified School District, other Bay Area school districts and the Bay Area 10 community college districts.

Objective 4.4: Continue the implementation of the College for Teens Program for 2005-2006.

5. To increase the quality and accessibility of student development services to positively impact student outcomes related to student learning, retention, course completion, graduation, and job placement.

Objective 5.1: Allocate resources in such a manner as to assure the delivery of student support and counseling services in a student-friendly manner across the College District.

Objective 5.2: Expand, improve and promote greater access to financial aid resources for all credit and non-credit students including Pell grants; college work-study; scholarships;

Objective 5.3: Expand, improve and promote greater access to childcare; book loan program; computers, and other tools useful in the educational process.

Objective 5.4: Seek to increase the number of students enrolled in College retention programs for historically underserved and underrepresented students.

Objective 5.5: Expand utilization of web-based technology to strengthen the delivery of student services including those referenced above.

Objective 5.6: Expand capacity of student support services with electronic educational planning and certified/degree/transfer audit programs

6. To identify and promote strategies which provide for a stable pattern of funding for CCSF's Strategic Priorities.

Objective 6.1: Continue to monitor and advocate for equitable state funding formulas and public policies that affect CCSF funding for credit and non-credit programs and services.

Objective 6.2: Continue to pursue increases in base funding.

Objective 6.3: Implement the response to the Institutional Audit and the re-engineering process outlined in the Institutional Audit Response Action Plan to improve the College's operations and systems to maximize efficient use of resources.

Objective 6.4: Implement plans and projects associated with the 2001 Bond Referendum and leverage other resources from the state, federal, and private sectors to maximize the benefits for College facilities, student learning and College programs:

Balboa Berm Removal
Joint-Use Facility
John Adams
Child Care Center
Mission Campus

Downtown Campus
Performing Arts Center
Student Health Services Bldg
Chinatown/North Beach Campus
Community Health & Wellness Complex

Selected remodeling/renovation projects

Objective 6.5: Continue to focus on capital funding projects and develop plans for a Phase II Bond campaign.

Objective 6.6: Continue to use grants to leverage other resources.

Objective 6.7: Continue to conserve and maintain CCSF works of art including historic College buildings

Objective 6.8: Continue to develop the Foundation and its role in helping the College achieve targeted objectives associated with the Institutional Advancement Plan and host an annual joint meeting of the Board of Trustees and the Foundation's Board of Directors.

7. To significantly upgrade and expand the utilization of technology systems that enhance learning, optimize institutional resources, and contribute to improved levels of communication and organizational effectiveness.

Objective 7.1: Continue to implement bond-funded technology projects, including intercampus connectivity, document imaging, and classroom/laboratory technology improvements

Objective 7.2: Explore and implement (as feasible) for CCSF students expanded access to Web-based services and resources, including e-mail, chat rooms, discussion boards, Web-portal, laptop loans, and wireless access

Objective 7.3: Explore and evaluate the use of interactive television (IPTV) to deliver educational programming to students at various campuses

Objective 7.4: Review College business practices to improve efficiency and productivity, especially in administration areas using Banner applications

8. To continue to promote a dynamic and supportive organizational climate including improved communication among students, faculty, and staff; development of the talents of faculty and staff; and the promotion on diversity at all levels of the College.

Objective 8.1: Improve efforts to recruit and hire a diverse faculty, administration, and staff and continue to evaluate processes to ensure that the College workforce reflects the diverse communities the College serves.

Objective 8.2: Continue to pursue development strategies that cultivate and support a future corps of faculty for CCSF.

Objective 8.3: Investigate the feasibility of offering incentives for early retirement for eligible faculty, classified staff, and administrators.

Objective 8.4: Employ technology including multi-media to improve and increase communications with employees, students, and the greater community about College programs and activities. Produce periodic reports to the College on the status of these improvements.

Objective 8.5: Continue to improve the effectiveness of the participatory governance and consultation process to better enable various constituent groups—especially students—to participate in the development and implementation of College initiatives.

Objective 8.6: Develop alternative funding sources to generate additional professional development opportunities for faculty, administrators and staff.



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

S7

SUBJECT: SPECIAL

Adopting Additional Recommendations from the District's Public Meeting/Public Records Advisory Committee; Adopting Recommendations Resulting from Joint Meetings of the Board of Trustees of the SFCCD and the Sunshine Ordinance Task Force of the City & County of San Francisco; Directing the Chancellor to Implement the Recommendations.
(Resolution No. 050127-S7)

BACKGROUND INFORMATION:

On October 25, 2001, the Board of Trustees adopted Resolution # 011025-S2. This resolution addressed the issue of whether the San Francisco Community College District should adopt the City & County of San Francisco's Sunshine Ordinance. It further noted that ambiguities existed if the Ordinance were to be applied to the College, and that such ambiguities should be resolved prior to any consideration of adopting the Sunshine Ordinance in its entirety. The Board reaffirmed its commitment to the principle of openness as related to conducting the business of the public and to the right of the people to know about the activities of College representatives in conducting the mission of the College. The Board declared its recognition that access to public meetings and public information is vital to ensuring full participation of the public in the workings of the College. Most significantly, it directed the Chancellor to establish a public meeting/public records advisory committee to review existing College practices and procedures in the areas of public meetings and public records and to advise the Chancellor as to options for increasing opportunities for public participation.

The Chancellor responded by appointing such a committee. The membership of this committee is as follows:

- Hilda Bernstein, Chairperson – San Francisco City & County Sunshine Ordinance Task Force
- Terry Francke, General Counsel – California First Amendment Coalition
- Joshua Koltun, Attorney – Member, San Francisco City & County Sunshine Ordinance Task Force

BOARD OF TRUSTEES

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DR. PHILIP R. DAY, JR., CHANCELLOR

- 4) The Committee recommends that the District raise public awareness of the regular broadcasting every Wednesday at 9:00 p.m. of Board meetings on Cable Channel EATV27 and that tapes of the meeting are readily available for the public to view.
- 5) The Committee recommends that the District devote resources for conducting in-service training to its faculty, administration and student leadership with regard to public meetings and access to public records.
- 6) The Committee recommends that the District annually assess the types and numbers of requests for public records during the course of the preceding year.
- 7) The Committee recommends that the District further monitor and enumerate the number of members of the public who appeared at Board meetings and provide that figure as part of its information to the public.
- 8) The Committee recommends that the District publish an annual calendar for Board of Trustees' meetings informing the public of the major resolutions which are adopted at specific times during the course of the year. An example is that the tentative budget for the District for the following fiscal year starting July 1 is normally adopted at the June Board meeting.
- 9) The Committee recommends the development of an annual publication that combines appropriate documents relating to Board meetings (e.g., schedule, calendar items, access and location of meetings, TV programming schedule, etc.) and public records and that such publication be distributed to members of the public through various means.
- 10) The Committee recommends that this Committee reconvene in one year to review and discuss the implementation of the recommendations made by this Committee.

Pursuant to recommendation #10 above, the Advisory Committee reconvened on June 23, 2003, at which time it reviewed the District's response to its prior Report. The Advisory Committee then made five additional recommendations.

In addition to the meeting of this Advisory Committee, the SFCCD Board of Trustees held a joint meeting with the Sunshine Ordinance Task Force of the City & County of San Francisco on August 5, 2003, during which additional recommendations were made for the SFCCD to consider. Those recommendations along with the five above mentioned recommendations were brought to the Board at its August 28, 2003 Board meeting (Resolution 030828-S9). After discussion, the Board tabled this resolution pending further joint meetings with the Task Force and the Board of Trustees. These other meetings took place as follows: 9/30/03, 10/23/03, 2/5/04, and 4/28/04. For these meetings, the office of the District's General Counsel analyzed the arguments put forth by the staff of the Sunshine Ordinance Task Force (SOTF) in attempting to persuade this District to adopt further provisions of the Sunshine Ordinance. The Deputy City Attorney assigned to the

SOTF also analyzed the District's arguments. At a special meeting of the Board of Trustees held on December 15, 2004, the Board considered the arguments and counter arguments and documents generated. Members of the City and County of San Francisco Sunshine Task Force were present and spoke to the issues.

As a result of the suggestions from the District's Advisory Committee and the joint meetings of the Task Force with the Board, the Chancellor is now proposing the following recommendations be adopted by the Board.

RECOMMENDATION:

RESOLVED: That the Board of Trustees of the San Francisco Community College District hereby adopts the following recommendations:

The District will proceed as follows:

- 1) Continue to update and revise the College's website in order to foster greater access to information about the College's programs, services, plans, policies, budgets, etc.
- 2) Identify one person for each of the 32 Major cost Centers/Organization Units of the College to serve as the Public records/Meetings and Information primary point of contact.
- 3) Work towards an elimination of incomplete resolutions except under special circumstances (health/safety emergencies, budget savings, etc.). When such resolutions are posted on the College's website, it should be noted that additional information would be forthcoming and a contact person should be identified.
- 4) For every resolution on the agenda, identify not only the sponsor(s) of the resolution but an "Information Contact" person who could be available to answer specific questions and provide additional information
- 5) Continue to utilize the Flex Day Staff Development Program in such a way as to promote better understanding of the responsibilities of the District in this area (Sunshine, Brown Act, and Public Meetings/Public Records).
- 6) That all contracts (including sole source), once approved, signed and accepted by all parties will be listed by topic, sponsoring department and point of contact and posted on the website and made accessible to the public upon request.
- 7) That efforts be made to publicize and post on the website the District's policies and procedures on procurement.
- 8) That guidelines be developed to insure that all segments of the shared governance structure who are required to meet and are subject to the Brown Act follow these rules regarding notice of meetings, agenda, and public access.
- 9) Create an index of specific contracts by category for purposes of facilitating public records request and post this index on the website.
- 10) List one person (Public Information Officer) as general contact for records request. College's Vice Chancellor of Finance and Administration will be the College's "Custodian of Public Records."

- 11) Provide competitors who are not successful respondents on RFPs/RFQs with exit interviews or debriefings on reasons why and include this option within the posted RFP/RFQ.
- 12) Create an in-house Shared Governance Committee on Public Records and Sunshine/Information to insure that all segments of our "public" internal constituencies have access to information about budgets, programs, plans, contracts, etc.

FURTHER BE IT RESOLVED: That the Board directs the Chancellor to take those steps necessary to implement the recommendations contained within this Resolution.

Ronald Lee, Originator



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: January 27, 2005

S8

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: **SPECIAL**
Board of Trustee travel to AACC/ACCT Conference in
Washington, D.C., February 14th-16th, 2005.
(Resolution No. 050127-S8)

BACKGROUND INFORMATION:

The AACC/ACCT Community College Legislative Summit will offer the attending Board of Trustees, Dr. Anita Grier and Rodel Rodis, the opportunity to meet with other college trustees, attend valuable work sessions and schedule meetings with Capitol Hill Legislators to discuss current CCSF needs. As Dr. Grier serves on ACCT's Diversity Committee and Trustee Rodis is the National President of the Asian/Pacific Islander Community Colleges and the California State Chair of the ACCT, it is essential that they have time to connect with colleagues and National Legislators.

As the meeting is held in Washington, D.C., members of the Board of Trustees will need to have appropriate travel and hotel accommodations made.

SHARED GOVERNANCE REVIEW:

Yes: _____; No: X; if yes, which committee: _____
Date of Review: _____

RECOMMENDATION:

RESOLVED: That the Board of Trustees approves the travel and registration costs associated with sending Trustee Anita Grier and Trustee Rodel Rodis to the AACC/ACCT's Community College National Legislative Summit on February 14th-16th, 2005, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Dr. Philip R. Day, Jr., Originator

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CITY COLLEGE OF SAN FRANCISCO

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DATE: January 27, 2005

**FOR INFORMATION ONLY
NO ACTION NECESSARY**

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY
Report on construction contracts under \$15,000, and
construction related professional services under \$10,000
Office of Facilities Planning, City College of San Francisco
(050127-FIO)

BACKGROUND INFORMATION:

This report is for information only as authorized by Resolution 000525-B5 regarding construction contracts that are no more than \$15,000, and Resolution No. 000622-S3 regarding construction related professional services that are no more than \$10,000 and to be reviewed by Board Trustees as required by the Education Code Section 81656.

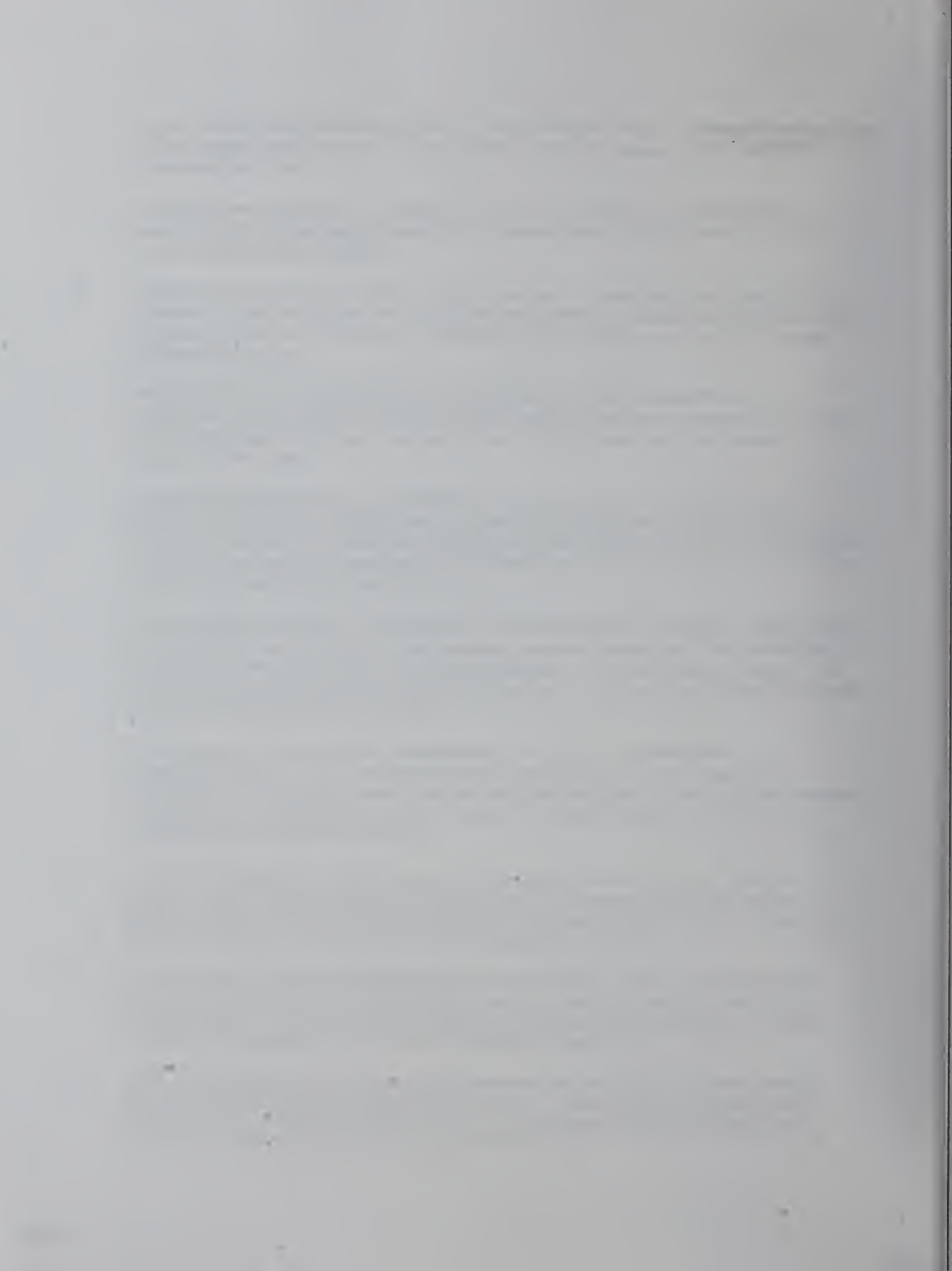
1. **Semans Communications, Inc. (Non-SLBE)** – Mission Campus: 375 Alabama Relocation – Provide Network Infrastructure Systems. Contract Order, \$13,400, funded by 2001 General Obligation Bond Fund.
2. **Paulett Taggart Architects** - Ocean Avenue Campus: Science Hall, Time-Life Exhibit Installation - Provide architectural/engineering services to determine anchorage details for exhibits, and overall probable project cost. Contract Order, \$9,550, funded by 2001 General Obligation Bond Fund.
3. **Kappe+Du Architects** - Ocean Avenue Campus: Student Health Center - Relocation of B213 - Provide architectural drafting services to District Architect for DSA application and construction sets. Contract Order, not to exceed \$10,000, funded by 2001 General Obligation Bond Fund.
4. **Community Playgrounds** - Ocean Avenue Campus: Child Development Center – Tire Swing Structure Replacement – Remove existing tire swing structure, provide and install new tire swing structure. Existing structure is broken. The new structure will be relocated to new Child Development Center on its completion. Contract Order, \$9,975.00, funded by 2001 General Obligation Bond Fund.
5. **Yum's Mechanical** – Fort Mason Center: Electric Kiln Duct Replacement. Remove existing rusted ductwork and install new stainless steel duct. Contract Order, \$1,350, funded by 1997 General Obligation Bond Fund.
6. **Priority Architectural Graphics** – Ocean Avenue Campus – North and South Gyms – Fabricate and install ADA compliant signage for entrance and elevator access. Contract Order, \$2,500, funded by 2001 General Obligation Bond Fund.

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7. **Priority Architectural Graphics (SLBE)** – Ocean Avenue Campus – Reservoir Parking Lot – Fabricate and install signage. Contract Order, \$1,044.85, funded by 2001 General Obligation Bond Fund.
8. **Martin M. Ron Associates (Non-SLBE)** – Ocean Avenue Campus – Balboa Reservoir – Land survey for property transfer with PUC. Contract Order, \$10,000, funded by 2001 General Obligation Bond Fund.
9. **Lawson Drayage, Inc (Non-SLBE)** – Mission Campus – Relocation of print shop to 375 Alabama – Labor and equipment to rig printing equipment and relocate to Mission Campus temporary location at 375 Alabama. Contract Order, \$11,960, funded by 2001 General Obligation Bond Fund.
10. **Air Reps West, Inc (Non-SLBE)** – John Adams Campus, Gymnasium Phase II – Disassemble, place in basement of gymnasium, and reassemble Air Handling Unit #1. Also provide initial start-up services. Contract Order, \$12,760, funded by 2001 General Obligation Bond Fund.
11. **Pacific Signaling System, Inc. (Non-SLBE)** – Evans Campus: Fire Alarms Repair – Change Order #1 to \$11,673.54 Contract Order to furnish and install tamper switches and smoke detectors in spray booth and connect main flow switch from booth to fire alarm panel. Repair horn strobes and provide spare smoke detectors. Contract Order, \$3,170.00, funded by 2001 General Obligation Bond Fund.
12. **Pacific Signaling System, Inc. (Non-SLBE)** – Evans Campus: Fire Alarms – Change Order #1 to \$5,000.00 Contract Order to remove extra wires and connecting to the existing fire alarm system and troubleshoot the devices to address to the new fire alarm system. Pull extra wires to elevators for future recall button per code. Contract Order, \$6,600.00, funded by 2001 General Obligation Bond Fund.
13. **San Francisco Public Utilities Commission (non SLBE)**—Ocean Avenue Campus, Wellness Center—Provide preliminary engineering design services for the relocation of a 36" diameter water main that lies under the location of the proposed Wellness Center Building. Contract Order, \$9500 funded by the 2001 Proposition A General Obligation Bond funds; Fund 434004.
14. **Meridian Engineering** —Ocean Avenue Camp, Ocean Avenue Campus, Wellness Center—Provide supplementary topographic, utility, and floor elevation data for the proposed site of the Wellness Center. Contract Order, not to exceed \$8000, funded by the 2001 Proposition A General Obligation Bond funds; Fund 434004.
15. **Ng's Landmark Building & Engineering Contractors Inc. (SLBE)** – Ocean Campus: Batmale Hall APASS Project (040930-FIO, Item 8) - Change Order #1 to \$14,300.00 Contract Order to supply and install miscellaneous millwork for APASS office. Contract Order, \$3,140.84, funded by 2001 General Obligation Bond Fund.
16. **Ng's Landmark Building & Engineering Contractors Inc. (SLBE)** – Ocean Campus: Batmale Hall APASS Project (040930-FIO, Item 15) - Change Order #1 to \$14,855.00 Contract Order for additional carpentry for APASS counseling offices. Contract Order, \$1,605.00, funded by 2001 General Obligation Bond Fund.

Originator: Peter Goldstein
w/ James Blomquist





CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

FOR INFORMATION ONLY

Honorable Board of Trustees of the
San Francisco Community City College District

Subject: Report on contract activity December, 2004 and January 2005, City College
of San Francisco

This report is for information only on City College of San Francisco contract
activity, December 2004 and January 2005.

Contracts involving less than \$50,000:

New Contract:

Cypress Security – Contract total \$1,400, term December 18, 2004 to December 18,
2004, for providing an 8-hour CPR/First Aide class.

Status of Fiscal Year 04-05 Mini-Grants applications:

In December, five applications for 04-05 Mini-Grants were submitted, funding for
the following two were approved:

1. Marketing the 26 Bay Area Community Colleges through Trade Show.
Application is for \$10,000, funding approved is \$9,000.
2. Partnership and Curriculum Development for the San Francisco International
Airport \$10,000

Originator: Judy Teng

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FOR INFORMATION ONLY

Honorable Board of Trustees of the San Francisco Community City College District

Subject: Report on contract activity from December 17, 2004 – January 27, 2005,
City College of San Francisco.

This report is for information only on City College of San Francisco contract activity, December 17, 2004 – January 27, 2005.

Grants involving greater than \$500,000 and less than a \$50,000 cash match:

None.

Grants involving less than \$500,000 and less than a \$50,000 cash match:

San Francisco Foundation – The Welcome Back Center has been awarded funds from the San Francisco Foundation to support the NCLEX preparation program. Funds are in the amount not to exceed \$60,000 for the period of December 1, 2004 – November 30, 2006.

Linda Squires-Grohe, Originator

State Chancellor's Office – CCSF's Northern California Biotechnology Center (NCBC) has received funds to continue facilitating and enabling regional community college support of biotechnology-related economic development. Funds are in the amount not to exceed \$178,875 for the period of July 1, 2004 – June 30, 2005.

Wing Tsao, Originator

San Francisco Department of Children, Youth and their Families (DCYF) – San Francisco's DCYF extended and augmented funding on its current contract with CCSF's Child Development and Family Studies Department to continue the Family Child Care Training Institute. The original funding period was July 1, 2003 – December 30, 2004. The augmentation is in the additional amount not to exceed \$75,000 for a total of \$300,000, and the funding period has been extended to June 30, 2005.

Lawrence C. Klein, Originator

State Chancellor's Office – CCSF has been awarded funding by the State Chancellor's Office to continue the Northern California Biotechnology Center (NCBC). Funds are in the amount not to exceed \$178,875 for the period of July 1, 2004 – June 30, 2005.

Wing Tsao, Originator

SBC Communications – The funding period has been extended to December 31, 2005 for a project to create an on-line, professional development module for instructors focused on integrating technology into their curricula. The award is in the amount not to exceed \$10,000.

Mamie How, Originator

Bay Area Regional Consortium – The Bay Area regional Consortium has notified the Office of Vocational Education that it is eligible to receive funds for the “SFBayCareerMap.org” project. The award specifies that the grant be used for updating and promoting this Website marketing and counseling tool developed by the Office of Vocational Education during academic year 1999-2000. This site operates by assisting high school students and displaced workers with identifying suitable career paths and educational programs at local community college based on interest. Specifically, the grant supports a plan to revise the site’s database to reflect new Bay Area community college occupational programs. The award is in the amount not to exceed \$9,591 for the period of July 1, 2004-May 1, 2005. For additional information, see Resolution numbers 000330-B12, 011115-B18, 021219-B11, and FIO-040226.

Phyllis G. McGuire, Originator

Mayor’s Department of Children, Youth, and their Families (DCYF) Child Care Law Center—DCYF recently awarded the Child Care Law Center \$8,000 to support the Child Development and Family Studies Department, Family Child Care Training Initiative. The Child Care Law Center has requested that City College of San Francisco’s Child Development and Family Studies Department conduct five, one-unit credit courses. The cost of the all classes will not exceed \$8,000 for the fiscal year 2004-2005.

Lawrence C. Klein, Originator

The California Department of Education, Child Development Division has awarded CCSF’s Child Development and Family Studies Department additional monies in the amount of \$5,146 for the fiscal year, July 1, 2004 – June 30, 2005. These funds will be used for the State Preschool Part Day Program (GPPE) classified salaries, equipment, other operating expenses and supplies. For further information, please refer to the original resolution number, 040527-FIO

Lawrence C. Klein, Originator

The Miriam and Peter Haas Fund - The Miriam and Peter Haas Fund has notified the Child Development and Family Studies Department, Center-Based and State Preschool Programs that it is eligible to receive an additional \$24,000. This money is designated for the purchase of supplies and equipment to support the on-going operation of the

child development programs. For further information, please refer to the original resolution numbers: 000525-C3, 010319-C3, 020228-B10, 030227-FIO, 031120-FIO.

Lawrence C. Klein, Originator

Jumpstart—The amount of funding reported in FIO-040826 for City College of San Francisco's Child Development and Family Studies Department from Jumpstart has been reduced from \$35,530 to \$33,800. The grant period has been changed from September 1, 2004-August 31, 2005 to September 1, 2004 -August 1, 2005. No cash match is required.

Lawrence C. Klein, Originator

Community Colleges Chancellor's Office – The Vocational Education and Economic Development department has awarded CCSF a mini-grant to help increase capacity to admit and train students in Diagnostic Medical Imaging. Funds are in the amount not to exceed \$7,000 for the period of December 1, 2004 – May 13, 2005.

Linda Squires-Grohe, Originator

Grant-Funded Contracts involving less than \$50,000:

National Science Foundation (NSF) – The Albuquerque Technical Vocational Institute (TVI) has received an NSF grant and in turn provided CCSF's Bio-Link program with a subaward. Funds are in the amount not to exceed \$45,000 for the period of August 1, 2004 – July 31, 2005.

Robert Gabriner, Originator

National Science Foundation (NSF), Bio-Link – The contract for Bart Gledhill, who serves as the co-Principal Investigator for CCSF's Bio-Link, has been augmented in order to fund consultancy and travel expenses associated with the Albuquerque Technical Vocational Institute subaward (see above). The additional funds are in the amount not to exceed \$7,500 for the period of August 1, 2004 – July 31, 2005.

Robert Gabriner, Originator

State Chancellor's Office, Northern California Biotechnology Center (NCBC) – Jim Mills will receive a contract through the NCBC grant for creating a survey of biotechnology industry needs and determining how we can better facilitate the training of incumbent workers. Funds are in the amount not to exceed \$5,000 for the period of January 3, 2005 – June 30, 2005.

Wing Tsao, Originator

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CITY COLLEGE OF SAN FRANCISCO

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≡ Notice... AGENDA

DOCUMENTS DEPT.

≡ CLOSED SESSION

FEB 24 2005

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PUBLIC LIBRARY

BOARD OF TRUSTEES OF THE SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

02-24-J5A10-22 800

GOUGH STREET CAMPUS
AUDITORIUM
33 GOUGH STREET
SAN FRANCISCO
Thursday, February 24, 2005
5:00 P.M.

I. OPEN SESSION

Announcement of Closed Session Topics

II. CLOSED SESSION

A. CONFERENCE WITH REAL PROPERTY NEGOTIATORS (G.C. 54956.8)

Property: 2550-2560 Mission Street
San Francisco, Ca.
Agency Negotiator: Peter Goldstein & Stephen Herman
Negotiating parties: Gus Murad
Under Negotiation: Price and terms of payment

Properties: Lot 9 & 10, Block 195
1-21 Columbus Avenue
49-55 Columbus Avenue
San Francisco, Ca.
Agency Negotiator: Peter Goldstein
Negotiating parties: Pius Lee
Under Negotiation: Price and terms of payment

B. CONFERENCE WITH LEGAL COUNSEL-EXISTING LITIGATION (G. C. 54956.9) (a))

Sharon Gaeta v. San Francisco City College et al.
San Francisco Superior Court Case # CGC 05438441

C. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION
(G.C. 54956.9)

Significant exposure to litigation pursuant to Gov. Code 54956.9 (b) – three cases

Initiation of litigation pursuant to Gov. Code 54956.9 (c) – one case

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D. PUBLIC EMPLOYEE PERFORMANCE EVALUATION

Counselor – Mental Health

E. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

F. CONFERENCE WITH LABOR NEGOTIATORS (G.C. 54957.6)

1. Agency Designated Representatives: Jeffrey Sloan, Emily Prescott, Steve Hale, and Charles Sakai

Employee Organizations: Service Employees International Union (SEIU) 790, American Federation of Teachers (AFT) 2121, Department Chairperson Council (DCC), and San Francisco Building and Construction Trade Council Unions (SFBCTCU)

2. Agency Designated Representatives: Jeffrey Sloan, Emily Prescott, Steve Hale, and Charles Sakai

Unrepresented Employees: Stationary Engineers, District Designated Managers, Employee Relations Manager, Supervisors, and Confidential Classifications.

III. OPEN SESSION

Disclosure of Board actions from Closed Session, pursuant to Government Code 54957.1

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.



CITY COLLEGE OF SAN FRANCISCO

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NOTICE

REGULAR MEETINGS

THE

BOARD OF TRUSTEES

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

DOCUMENTS DEPT.

FEB 24 2005

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PUBLIC LIBRARY

LOCATION: GOUGH STREET CAMPUS
33 GOUGH STREET
SAN FRANCISCO, CA. 94103
CONFERENCE ROOM

02-24-05A10:19 RLVD

DATE: THURSDAY, FEBRUARY 24, 2005

TIME: 5:00PM

This meeting is normally devoted to Closed Session Topics.

LOCATION: GOUGH STREET CAMPUS
33 GOUGH STREET
SAN FRANCISCO, CA. 94103
AUDITORIUM

DATE: THURSDAY, FEBRUARY 24, 2005

TIME: 6:00pm

This meeting is normally devoted to Open Session Topics.

SPECIFIC TIMES SUBJECT TO CHANGE.
Call 241-2234 for information.

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.5

The San Francisco Community College District does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. Persons who wish to request disability-related accommodations including sign-language interpreters should contact Linda R. Jackson, District ADA Coordinator, Office of Affirmative Action, 31 Gough Street, Room 16, San Francisco, CA, 94103, Phone: (415) 241-2281, Fax: (415) 241-2203. Please request accommodations no later than 12 working days prior to the date of the Board meeting in order to assure the best possible arrangements.

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TO MEMBERS OF THE PUBLIC

The Agenda page and accompanying resolutions have been prepared well in advance of the regularly scheduled meeting of the Board of Trustees of the San Francisco Community College District. Please note that Resolutions are subject to amendment and replacement. Copies of all resolutions and materials associated with the agenda are available for public inspection and review at the Gough Street Campus (33 Gough Street, San Francisco, Ca. 94103) and also available on the District's website (<http://www.ccsf.edu/vcfa>).

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.5.

You should be aware of the following (Government Code § 54954.2):

1. Additional agenda items to be acted upon by the Board may be posted at 33 Gough street and in the lobby of Conlan Hall at the Phelan Campus at least 72 hours in advance of the regularly scheduled Board Meeting. Resolutions may also be available at the time of posting, but if not, such resolutions will be available at the Board Meeting.
2. Additional agenda items and resolutions, although not posted as in paragraph 1 above, may still be acted upon by the board at the regular meeting:
 - a) Upon a determination by a majority vote of the Board that an emergency situation exists, as defined in Government Code § 54956.5. Emergency is defined as work stoppage or other activity which severely impairs public health, safety, or both as determined by a majority of the members of the Board, OR crippling disaster which severely impairs public health, safety or both, as determined by a majority vote of the members of the Board, OR
 - b) Upon a determination by a two-thirds vote of the members of the Board present at the meeting or, if less than two-thirds of the members are present, a unanimous vote of those members present, that there is a need to take immediate action and that the need for action came to the attention of the District subsequent to the agenda being posted 72 hours in advance of the Board Meeting, OR
 - c) The Item was posted 72 hours in advance of a prior meeting of the Board occurring not more than five calendar days prior to the date action is taken on the item, and at the prior meeting the item was continued to the meeting at which action is being taken.

For Members of the Public:

To facilitate the conduct of business at Board meetings, the following information has been taken from the District's Policy Manual concerning the conduct of Board Meetings.

From PM 1.05 A:

The order of business may be revised at any meeting when, in the discretion of the President, such revision will benefit the public and/or order of the meeting.

FROM PM 1.05B:

A member of the public may place an item on the Board agenda for regular meetings if the item relates directly to District business and is a matter of public concern, and if a written request is received in the Chancellor's Office no later than noon three full calendars weeks in advance of a regular Board meeting, and to avoid repetitive additions to the agenda, if the subject matter has not previously been submitted for the agenda within the past three months. In the interest of effective management of meeting time, no person shall place more than two items on any single regular agenda without justifying to the satisfaction of the Chancellor, the necessity of including additional times on that agenda as opposed to later agenda. The Chancellor shall determine whether the specific matter is directly related to the business of the District. Items which have been properly submitted and verified as related to the business of the District will be addressed in the "Requests to Speak" portion of the agenda or otherwise at the conclusion of all other District business on the agenda. The member of the public who properly submits an agenda item will allowed up to three (3) minutes at the meeting to present the information to the Board. Following this presentation, the Board may, but is not required to address the issue, may put the issue on a future agenda for more discussion and possible action, or may refer the issue to the administration.

From PM 1.05 L:

L. Granting the Privilege of the Floor. A person desiring to speak shall be recognized by the Chair only after complying with the following procedures:

For matters appearing on the agenda, an individual desiring to address the Board must complete a "Request to Address Board" card, completing the information thereon including the subject to be addressed. If there is to be a written report presented, a copy(ies) shall be submitted in advance to the Chancellor.

Any person desiring to address the Board on non-agenda items must also complete the "Request to Address Board" card and will be recognized at the end of the agenda. Only items directly related to District business may be presented.

Cards for these purposes are available in the Office of the Chancellor and also at the Board meeting. Completed cards should be presented to the Board President prior to the beginning of the meeting. As a matter of courtesy, the Board encourages people to notify the Chancellor's Office in advance of the Board meeting of their intention to address the Board. Prior to calling for a vote on an item before the Board, the Presiding

Officer shall determine if speaker cards have been submitted for that item. Persons who have submitted cards prior to the consideration of the item shall be called upon by the Presiding Officer. Persons who address the Board may address only the agenda item being considered and shall have up to three minutes for comments. Should another person who has submitted a request to speak card in advance of consideration of the item wish to forego speaking on that item, he or she may grant his or her speaking time to another speaker who has also submitted a request to speak card, but in no event shall any speaker have more than two allotments (totaling up to six minutes) of speaker time on any item. However, in order to facilitate the completion of District business, the Presiding Officer may also limit the total length of time allotted to the speakers on a given topic or agenda item which may reduce the individual speaker's time on that topic or item. Speaking too long, being unduly repetitious, or discussing irrelevancies disrupt the meeting, and may result in the forfeiture of speaking opportunities during that meeting.

The President of the Board reserves the right of determining the order of the speakers and changing the order of the agenda if it will be of benefit to the public and/or the order of the meeting.

Undue interruptions or other interference's with the orderly conduct of Board business cannot be allowed. Defamatory or abusive personal remarks, which disturb or impede the meeting or exceed the bounds of civility necessary to the conduct of District business, are always out of order. However, the Board shall not prohibit public criticism of the policies, procedures, programs, or services of the District, or of the acts or omissions of the Board.

The President may terminate the speaker's privilege of address if after being called to order, he or she persists in improper conduct or remarks, or if the speaker fails to speak on the subject matter for which the privilege of the floor was granted.

No oral presentation shall include charges or complaints against any employee of the Board, or otherwise present information, which does not relate directly to the topic at hand or which disrupts or impedes the meeting. All formal charges or complaints against an employee, for which a specific grievance or complaint process is not otherwise available, shall be in writing and signed by the person making the charge and shall be filed with the Chancellor who shall, after investigation, take or recommend appropriate action. There shall be no oral presentation or discussion of confidential formal charges or complaints in open public meetings of the Board on non-agenda items or unless otherwise required by law.

Comments or presentations made by members of the public to the Board do not necessarily reflect the opinion of the Board or of its individual members, nor does the Board necessarily endorse or sanction such comments or presentations. Persons who address the Board on matters of their choosing are solely responsible for the content of such comments or presentations.

**Regular Meeting of the
Board of Trustees of the
San Francisco Community College District
City College of San Francisco
GOUGH STREET CAMPUS
AUDITORIUM**

**33 Gough Avenue, San Francisco
Thursday, February 24, 2005**

Open Session - 6:00 p.m.

- I. Roll Call
- II. Pledge of Allegiance
- III. Approval of Minutes
 - Regular Meeting Minutes – January 27, 2005
- IV. Adoption of Resolutions' Agenda
- V. Approval of Consent Agenda Items as Listed
- VI. Special Presentations
- VII. Report from Constituent Groups
 - Academic Senate - Fred Teti, President
 - Associated Students-Marlene Dugyawi, President – Ocean Avenue Campus
 - Classified Senate - Rose Vela, President
- VIII. Monthly Financial Report – James Kendrix & Peter Goldstein
- IX. Action on Other Resolutions Agenda Items
- X. Board of Trustees' Reports
- XI. Chancellor and Staff Reports
- XII. Closed Session Announcements - Legal Counsel Ronald Lee
- XIII. Requests to Speak

i
c indicates all resolution agenda items in the right hand column are eligible for consideration as Consent agenda items.

THE UNIVERSITY OF CHICAGO

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FINANCE

CAPITAL OUTLAY

- | | | | |
|----|---|--|----|
| B1 | - | Authorization to Enter into a Lease Agreement – Mobile Modular Management Corporation, not to exceed \$ 124,717 | c* |
| B2 | - | Authorization to approve a construction contract, engaging Cupertino Electric, Inc., to provide an underground duct bank required by PG&E to bring new primary electrical service to the John Adams Gymnasium Remodel Project at a cost not to exceed \$94,057 | c* |
| B3 | - | Authorization to approve a construction contract, engaging Lewis Restoration and Consulting to repair the west elevation of the John Adams Campus Gymnasium for the John Adams Gymnasium Remodel Project not to exceed \$44,000 | c* |
| B4 | - | Authorization for four (4) Contract Modification totaling- \$838,896 for Special Services Contracts and Construction Contracts | c* |
| B5 | - | Authorization to approve a construction change order(s) to ProVen Management, Inc. which causes the total of all change orders to exceed 10% of the original contract price Balboa Reservoir Berm Removal Project - Phase 2 - \$199,200 | |

GRANTS/CONTRACTS

- | | | | |
|----|---|---|----|
| B6 | - | Authorization to modify existing Grants | c* |
| B7 | - | Authorization to Conduct a Study Aboard Program to Paris, France, Fall 2005, and to Contract with ACCENT International Consortium for Academic Programs Abroad, Ltd. | c* |
| B8 | - | Authorization to Conduct a Study Abroad Program to Madrid, Spain, Spring 2006 and to Contract with ACCENT International Consortium for Academic Programs Abroad, Ltd. | c* |
| B9 | - | Authorization to Conduct a Study Abroad Program to Florence, Italy Fall 2005 - Spring 2006 and to Contract with ACCENT International Consortium for Academic Programs Abroad, Ltd | c* |

EQUIPMENT/SUPPLIES AND SERVICES

- | | | | |
|----|---|---|----|
| C1 | - | Procurement of Equipment, Supplies, Services, Etc., less than \$3,000 | *c |
| C2 | - | Procurement of Equipment, Supplies, Services, Etc., more than \$3,000 | *c |
| C3 | - | Acceptance of Gifts | *c |

1. The first part of the report is devoted to a general description of the work done during the year.

2. The second part is devoted to a detailed description of the work done during the year.

3. The third part is devoted to a detailed description of the work done during the year.

4.

5. The fourth part is devoted to a detailed description of the work done during the year.

6. The fifth part is devoted to a detailed description of the work done during the year.

7. The sixth part is devoted to a detailed description of the work done during the year.

8. The seventh part is devoted to a detailed description of the work done during the year.

9. The eighth part is devoted to a detailed description of the work done during the year.

10. The ninth part is devoted to a detailed description of the work done during the year.

11. The tenth part is devoted to a detailed description of the work done during the year.

12. The eleventh part is devoted to a detailed description of the work done during the year.

13. The twelfth part is devoted to a detailed description of the work done during the year.

14. The thirteenth part is devoted to a detailed description of the work done during the year.

15. The fourteenth part is devoted to a detailed description of the work done during the year.

16.

17.

18.

HUMAN RESOURCES

- | | | | |
|-------|---|---|----|
| G1-14 | - | Academic Employees, Credit Program, District Funded | *c |
| H1-3 | - | Academic Employees, Credit Program, Categorically Funded | *c |
| N1 | - | Academic Employees (Faculty) Community Services Classes City College of San Francisco | *c |

SPECIAL

- | | | | |
|----|---|---|----|
| S1 | - | Adopting a Successor Collective Bargaining Agreement between the San Francisco Community College District and the American Federation of Teachers, Local 2121, for the period January 14, 2005, through December 31, 2007, unless otherwise specified therein | |
| S2 | - | Recommend a Salary Increase for Academic Management Employees Retiring in Fiscal Year 2004-2005 and an Adjustment in Salary for Academic Management Employees for Fiscal Year 2005-2006 | |
| S3 | - | Approval of Tenure Status for Selected Faculty Members | |
| S4 | - | Approval of new courses recommended by the College Curriculum Committee (09/22/04 – 12/08/04). | *c |
| S5 | - | Authorization and Approval for a Project Labor Agreement related to the 2001 Bond Issue | |
| S6 | - | Approval of the City College of San Francisco Student Equity Plan for submission to the State Chancellor's Office, California Community Colleges. | |

REALESTATE

- | | | | |
|----|---|--|--|
| W1 | - | Authorization to modify Board Resolution No. 031204-W2 which accepted the bid and conditions to purchase the District property at 2550-2560 Mission Street offered by Gus Murad and Associates | |
| W2 | - | Authorization to approve additional costs for lease hold improvements at the 3 rd floor of 375 Alabama Street in the amount of \$600,000. | |

INFORMATION ONLY

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.5.

Next Board Meeting Date: March 24, 2005
SOUTH EAST CAMPUS
1800 Oakdale Avenue, San Francisco

Conclusion

3. In conclusion, the document stresses that adherence to these procedures is crucial for the success of any financial operation. It encourages all staff members to take their responsibilities seriously and to maintain the highest standards of accuracy and integrity.

Respectfully,
[Signature]

4. The document is signed and dated as follows:
Date: [Date]
Signature: [Signature]



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005

B1

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

**Subject: Capital Outlay
Authorization to Enter into a Lease Agreement – Mobile
Modular Management Corporation, not to exceed
\$124,717
(Resolution No. 050224-B1)**

BACKGROUND INFORMATION:

To provide the necessary facility to house project management staff for the new Health & Wellness Center, the District wishes to enter into a Lease Agreement with Mobile Modular Management Corporation to install a temporary modular building that is approved by the Division of the State Architect's Office.

This contract is funded with 2001 Proposition A General Obligation Bond funds: Fund No. 434008.

RECOMMENDATION:

RESOLVED: That authorization be hereby given to enter into a Lease Agreement with the Mobile Modular Management Corporation for a twenty-four month Lease at a total cost not to exceed \$124,717, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
W/ James Blomquist

02/24/05 – B1 page 1

BOARD OF TRUSTEES

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

001



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

REQUIRES UNANIMOUS VOTE OF THE BOARD

The following resolution was approved at the January 27, 2005 Board meeting by the five members who were present. It reappears on this agenda because it requires the unanimous approval of all seven Board members.

DATE: February 24, 2005

B2

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: **CAPITAL OUTLAY**

Authorization to approve a construction contract, engaging Cupertino Electric, Inc., to provide an underground duct bank required by PG&E to bring new primary electrical service to the John Adams Gymnasium Remodel Project at a cost not to exceed \$94,057
(Resolution No. 050224-B2)

BACKGROUND INFORMATION:

On May 27, 2004, the Board authorized a contract under Board Resolution Number 040527-B3 for the John Adams Campus Gymnasium Phase II Renovation Project. It is now necessary to provide an underground duct bank to provide PG&E electrical service to the gymnasium. This work was not included in the original scope of work because the PG&E service was understood to be adequate.

Due to the specialized nature of the underground work and the importance of accommodating PG&E requirements, informal bids were requested from approved PG&E contractors. The lowest bid was provided by Cupertino Electric, Inc. The contract will be based on a not to exceed price of \$94,057.

Public Contract Code Section 20654, emergency repair contracts, provides in relevant part as follows:

"In an emergency when any repair, alteration, work, or improvement is necessary to any facility of the college to avoid danger to life or property, the board may by unanimous vote, with the approval of the county superintendent of schools, do the following: Make a contract in writing or otherwise on behalf of the district for the performance of labor and furnishing of materials or supplies for the purpose without advertising for or inviting bids."

02/24/05 – B2 page 1

BOARD OF TRUSTEES

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

002

SHARED GOVERNANCE REVIEW:

Yes ____; No X ; if yes, which committee: _____

Date of Review: _____

RECOMMENDATION:

RESOLVED: Authorization is hereby given to approve a construction contract, engaging Cupertino Electric, Inc. to provide an underground duct bank required by PG&E to bring new primary electrical service to the John Adams Gymnasium Remodel Project in the amount not to exceed \$94,057, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor for Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist



CITY COLLEGE OF SAN FRANCISCO

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REQUIRES UNANIMOUS VOTE OF THE BOARD

DATE: February 24, 2005

B3

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY

Authorization to approve a construction contract, engaging Lewis Restoration and Consulting to repair the west elevation of the John Adams Campus Gymnasium for the John Adams Gymnasium Remodel Project not to exceed \$44,000 (Resolution No. 050224-B3)

BACKGROUND INFORMATION:

On May 27, 2004, the Board authorized a contract under Board Resolution Number 040527-B3 for the John Adams Campus Gymnasium Phase II Renovation Project. It is now necessary to provide services to repair the west elevation of the John Adams Campus Gymnasium. Work includes, but is not limited to: pipe scaffolding, lead paint removal, spall/crack repairs, asphalt sealant, installation of waterproof membrane, and prime/paint. This work was not included in the original scope of work by the general contractor because the need was not apparent until water damage leaks became evident this past month.

This was provided by Lewis Restoration and Consulting, a restoration specialist and an SBE. The contract will be based on a not to exceed price of \$44,000.

Public Contract Code Section 20654, emergency repair contracts, provides in relevant part as follows:

"In an emergency when any repair, alteration, work, or improvement is necessary to any facility of the college to avoid danger to life or property, the board may by unanimous vote, with the approval of the county superintendent of schools, do the following: Make a contract in writing or otherwise on behalf of the district for the performance of labor and furnishing of materials or supplies for the purpose without advertising for or inviting bids."

BOARD OF TRUSTEES

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

SHARED GOVERNANCE REVIEW:

Yes ____; No X ; if yes, which committee: _____

Date of Review: _____

RECOMMENDATION:

RESOLVED: Authorization is hereby given to approve a construction contract, engaging Lewis Restoration and Consulting to provide services to repair the west elevation of the John Adams Campus for the John Adams Gymnasium Remodel Project in the amount not to exceed \$44,000, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor for Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005

B4

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY

**Authorization to approve a construction change order(s) to ProVen Management, Inc. which causes the total of all change orders to exceed 10% of the original contract price Balboa Reservoir Berm Removal Project - Phase 2 - \$199,200
(Resolution No. 050224-B4)**

BACKGROUND INFORMATION:

Project: Balboa Reservoir Berm Removal Project - Phase 2

The Board of Trustees, on August 26, 2004 (Resolution 040826-B12a), authorized the District to enter into a contract with ProVen Management, Inc. (Contractor) in the amount of \$574,266 to perform the final compaction of sub-grade, asphalt and concrete paving, concrete curbs, parking lot striping and traffic paint, signage, pre-cast concrete k-rail barriers and wheel stops, metal chaining posts, hydro-seeding landscape erosion control measures, and installation of parking lot lighting. Additionally at that time, the Board authorized the execution of construction change orders in accordance with Public Code 20659 provided that such change orders amounted to no more than a 10% variation from the original contract amount.

To date, the District has approved one change order to the contract. Since that time, it has become necessary to perform additional work in conjunction with the project. Given this need, district staff proposes that a change order be issued to the Contractor to perform additional work. The issuing of this change order would cause the total of all change orders on the project to exceed ten percent (10%) of the original contract amount.

Issuing this additional change order to the contract would lead to a higher quality project; obtain an end result that could cost more under separate contracting; and prevent project delays. This change order includes disposal of contaminated material, additional grading, asphalt paving, wiring for ticket dispensers, curb ramps/truncated domes, additional lighting for expanded faculty and staff parking and other additional work. It is the Districts understanding this is the final project and would be the total cost to \$1,060,466.

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BOARD OF TRUSTEES

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CC6

California case law, including *Graydon v. Pasadena Redevelopment Agency* (1980) 104 Cal.App.3d 631, states that there are circumstances under which competitive bidding for additional construction work would not be in the public interest and would not be advantageous to the Project: "Where competitive proposals work an incongruity and are unavailing as affecting the final result, or where competitive proposals do not produce any advantage, or where it is practically impossible to obtain what is required and observe such form, competitive bidding is not applicable."

SHARED GOVERNANCE REVIEW:

Yes ____; No X ; if yes, which committee: _____

Date of Review: _____

(A negative response indicates that a review is not necessary)

RECOMMENDATION:

RESOLVED: In consideration of such facts the Board finds that it would be contrary to the purposes of the competitive bidding laws to advertise and take competitive bids for the work which is the subject of the proposed Change Order. That issuing the proposed Change Order would not constitute an act of favoritism, improvidence or extravagance, fraud or corruption. Issuing the proposed Change Order would prevent the waste of public funds and obtain the best economic result for the public, and

RESOLVED: That authorization is hereby given to execute the Change Order in the amount of \$199,200 to increase the contract to \$1,060,466.

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
W/ James Blomquist

DATE: February 24, 2005

B5

TO: Board of Trustees

FROM: Dr. Philip Day, Jr., Chancellor

SUBJECT: CAPITAL OUTLAY
Authorization for four (4) Contract Modification totaling - \$838,896
for Special Services Contracts and Construction Contracts
(Resolution No. - 050224-B5)

ORIGINAL RESOLUTION NUMBER	GRANTOR/ CONTRACTOR	CURRENT CONTRACT AMOUNT	CM #	REQUESTED CONTRACT MODIFICATION AMOUNT	NEW CONTRACT AMOUNT	COMMENTS	Project Budget	Total Project Funds Committed With This Action
A 433004 Architectural & Engineering Services	Hamilton + Aitken Architects	\$750,000	1	\$150,000	\$900,000	Revised estimate of cost of Architctetural services for: Batmale Hall Computer Lab Renovation, Batmale Hall HVAC Repairs, Batmale Hall APASS, Downtown Campus Library Renovations, Downtown Campus Restroom Accessibility, Downtown Elevator Upgrades and other miscellaneous projects. \$150,000 funded with 2001 Bond Fund.	\$900,000 (Architect)	\$900,000 (Architect)
B 020124 - B4 Inspector of Record (IOR)	Inspection Services	\$334,000	3	\$15,000	\$349,000	DSA inspection services for John Adams Gymnasium Renovation Phase II project.	\$349,000	\$349,000

C	990930-B7 Downtown Educated Palate Relocation & Renovation	Barcelon & Jang Architects	\$210,000	3	\$48,896	\$258,896	Additional work for revised design schemes and new alternatives for the layout of the restaurant and café, storefront configuration, basement support spaces, first floor Admissions & Enrollment, counseling and teacher prep area layouts and various infrastructure modifications.	\$258,896 (Architect)	\$258,896 (Architect)
D	040224-B3 Architectural & Engineering Services	Paul Roberts + Partners	\$300,000	1	\$625,000	\$925,000	Additional assignment: Prepare preliminary plans for submittal to State Chancellors Office for John Adams Modernization	\$925,000 (Architect)	\$925,000 (Architect)

RECOMMENDATION:

RESOLVED: That the Board authorizes the specified modifications to the resolutions as indicated in the table, and

FURTHER BE IT RESOLVED: All of the contract modifications contained in this resolution comply with Public Contract Code Section 20659, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist

Date: February 24, 2005

To: Board of Trustees

From: Dr. Philip R. Day, Jr., Chancellor

**Subject: Authorization to modify existing Grants
(Resolution No. 050224 -B6)**

<u>ORIGINAL RESOLUTION NUMBER</u>	<u>GRANTOR/ CONTRACTOR</u>	<u>CONTRACT DATE</u>	<u>ORIGINAL TOTAL AMOUNT</u>	<u>CHANGE</u>	<u>NEW TOTAL NOT TO EXCEED</u>	<u>COMMENTS: ORIGINATOR</u>
A 040527-B6	Calif. Dept. of Education, Workforce Investment Act (WIA), Sec. 231	July 1, 2004 to June 30, 2005	\$1,046,475	+\$62,089	\$1,108,564	Supplemental funding for ABE, ESL, Vocational ESL and Transitional Studies Programs. Originator: Gary Tom
B 040224-B6	Lumina Foundation/ R-Smart	March 1, 2004 – December 31, 2004	\$1,214,000	Add \$240,000 and extend contract through December 31, 2005	\$370,000	Extend contract with R-Smart Group until December 31, 2005, and increase the amount by \$240,000 using funds from the award to NATN from The Lumina Foundation for Education. The scope of work remains the same as the original contract. Originator: Dr. Philip R. Day, Jr.

RECOMMENDATION:

RESOLVED: That the Board authorizes the specified amendment to the Resolution as indicated in the table, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration, and/or their designees are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005

B7

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CONTRACT

Authorization to Conduct a Study Abroad Program to Paris, France, Fall 2005 and to Contract with ACCENT International Consortium for Academic Programs Abroad, Ltd.

(Resolution No. 050224 – B7)

BACKGROUND INFORMATION:

ACCENT International Consortium for Academic Programs Abroad, Ltd, has been successfully providing City College of San Francisco with services for our Study Abroad Program in Paris, France for 36 consecutive semesters. The firm consistently receives excellent evaluations from CCSF students and faculty participating in this Study Abroad Program.

The proposal for "Semester in Paris" Fall 2005 is based on the cost of activities, housing, excursions and ground transportation within France, and student medical insurance. The program will offer transferable credits in Foreign Languages, Art History, and Humanities. The costs of the program are to be borne by the students. The District shall not expend any funds for transportation, housing, meals or incidentals.

The proposal is as follows:

Fall 2005: September 5, 2005 - December 9, 2005 (95 nights)

Fall program cost (based on a minimum of 15 participants): \$7400

ACCENT will continue to work closely with the financial aid office at CCSF and make special efforts for delayed payments from those students who have successfully applied for financial aid. About 25-30% of CCSF students fall into this category and to our knowledge, ACCENT is the only organization that allows deferred payments until mid-semester. Furthermore, ACCENT will continue to offer \$1,000 in scholarships per semester for Paris for those students coming from CCSF and the Bay Area who fulfill the criteria.

BOARD OF TRUSTEES

02/24/05 – B7 page 1
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Students who meet the academic and financial criteria are eligible for both state and federal financial aid while participating in a CCSF study abroad program.

ACCENT has insurance coverage of \$3 million for general liability, errors and omissions issued by Calender-Robinson Co., Inc., General Insurance Brokers. City College of San Francisco is listed as an additional insured on the policy.

Based upon a comparison of cost, value, and activities, the criteria of our requirements, and their price and policies, we are now requesting to renew our contract with ACCENT International Consortium for Academic Programs Abroad, Ltd for Fall 2005 in Paris.

SHARED GOVERNANCE REVIEW:

Yes X; No ; if yes, which committee: International Education Advisory Committee

Academic Policies Committee

Date of Review: January 31, 2005

(A negative response indicates that a review is not necessary)

RECOMMENDATION:

RESOLVED: That the San Francisco Community College District approves authorization to conduct an excursion to Paris, France, Fall 2005, and to contract with ACCENT International Consortium for Academic Programs Abroad, Ltd, to obtain travel and educational program arrangements, with costs to be borne by the students; and

FURTHER BE IT RESOLVED: That the Chancellor, the Vice Chancellor of Finance and Administration, and/or their designees are hereby authorized to execute any and all documents on behalf of the San Francisco Community College District to effectuate this resolution.

Originator: Joanne Low



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005

B8

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: CONTRACT/GRANT

Authorization to Conduct a Study Abroad Program to Madrid, Spain, Spring 2006 and to Contract with ACCENT International Consortium for Academic Programs Abroad, Ltd. (Resolution No. 050224-B8)

BACKGROUND INFORMATION:

ACCENT International Consortium for Academic Programs Abroad, Ltd, has been successfully providing City College of San Francisco with services for our Study Abroad Program in Madrid, Spain for three semesters. The firm has received excellent evaluations from CCSF students and faculty participating in this Study Abroad Program.

ACCENT International Consortium for Academic Programs Abroad, Ltd, is now proposing their services for Spring 2006. The proposal for "Semester in Madrid" Spring 2006 is based on the cost of activities, housing, excursions and ground transportation within Spain, and student medical insurance. The program will offer transferable credits in Foreign Languages and Art History. The District shall not expend any funds for transportation, housing, meals or incidentals. The proposal is as follows:

Estimated Dates for Spring 2006: January 4, 2006 – April 1, 2006 (87 nights)

Program cost (based on a minimum of 15 participants):

\$5950 (student apartments)

\$7050 (homestay and ½ board)

Program cost (based on a minimum of 20 participants):

\$5700 (student apartments)

\$6850 (homestay and ½ board)

ACCENT will continue to work closely with the financial aid office at CCSF and make special efforts for delayed payments from students who have successfully applied for financial aid. Students who meet the academic and financial criteria are eligible for both state and federal financial aid while participating in a CCSF study abroad program. About 25-30% of CCSF students on average fall into this category and to our knowledge, ACCENT is the only

02/24/05 B8 - page 1

BOARD OF TRUSTEES

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organization that allows deferred payments (60% of program cost) until mid-semester when financial aid is disbursed. Furthermore, ACCENT will offer \$1,000 in scholarships specifically for CCSF students in the Madrid program who fulfill the criteria.

ACCENT has insurance coverage of \$3 million for general liability, errors and omissions issued by Calender-Robinson Co., Inc., General Insurance Brokers. City College of San Francisco is listed as an additional insured on the policy.

Based upon a comparison of cost, value, and activities, the criteria of our requirements, and their price and policies, we are now requesting to renew our contract with ACCENT International Consortium for Academic Programs Abroad, Ltd for a semester program in Madrid in Spring 2006.

SHARED GOVERNANCE REVIEW:

YES X; NO _____

If yes, which committee: International
Education Advisory Committee

Academic Policies Committee

Date of Review: January 31, 2005

(A negative response indicates review is not necessary.)

RECOMMENDATION:

RESOLVED: That the San Francisco Community College District approves authorization to conduct an excursion to Madrid, Spain 2006, and to contract with ACCENT International Consortium for Academic Programs Abroad, Ltd, to obtain travel and educational program arrangements, with costs to be borne by the students, and

FURTHER BE IT RESOLVED: That the Chancellor, the Vice Chancellor of Finance and Administration, and/or their designees are hereby authorized to execute any and all documents on behalf of the San Francisco Community College District to effectuate this resolution.

Originator: Joanne Low



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005 **B9**
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: CONTRACT/GRANT
Authorization to Conduct a Study Abroad
Program to Florence, Italy Fall 2005 - Spring
2006 and to Contract with ACCENT International
Consortium for Academic Programs Abroad,
Ltd.
(Resolution No. 050224- B9)

BACKGROUND INFORMATION:

ACCENT International Consortium for Academic Programs Abroad, Ltd, has been successfully providing City College of San Francisco with services for our Study Abroad Program in Florence, Italy for 23 consecutive semesters. The firm consistently receives excellent evaluations from CCSF students and faculty participating in this Study Abroad Program.

ACCENT International Consortium for Academic Programs Abroad, Ltd is now proposing their services for Fall 2005 and Spring 2006. The proposal for "Semester in Florence" Fall 2005/Spring 2006 is based on the cost of activities, housing, excursions and ground transportation within Italy, and student medical insurance. The program will offer transferable credits in Foreign Languages, Art History, and Humanities. The costs of the program are to be borne by the students. The District shall not expend any funds for transportation, housing, meals or incidentals. The proposal is as follows:

Fall 2005: September 5, 2005 – December 2, 2005 (88 days)
Fall program cost (based on a minimum of 25 participants): \$5775

Spring 2006: February 27, 2006 - May 26, 2006 (88 days)
Spring program cost (based on a minimum of 25 participants):
\$5775

ACCENT will continue to work very closely with the financial aid office at CCSF and make special efforts for delayed payments from those students who have successfully applied for financial aid. Students who meet the academic and financial criteria are eligible for both state and federal financial aid while participating in a CCSF study abroad program. About 25-30% of CCSF students fall into this category and to our knowledge, ACCENT is the only organization that allows deferred payments until mid-semester. Furthermore, ACCENT will continue

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

02/24/05 - B9 page 1

to offer \$1,000 in scholarships per semester for Florence for those students coming from CCSF and the Bay Area who fulfill the criteria.

ACCENT has insurance coverage of \$3 million for general liability, errors and omissions issued by Calender-Robinson Co., Inc., General Insurance Brokers. City College of San Francisco is listed as an additional insured on the policy.

Based upon a comparison of cost, value, and activities, the criteria of our requirements, and their price and policies, we are now requesting to renew our contract with ACCENT International Consortium for Academic Programs Abroad, Ltd, for the Fall 2005 and Spring 2006 programs in Florence.

SHARED GOVERNANCE REVIEW:

YES ☒; NO ☐ If yes; which committee: International Education
Advisory Committee
Academic Policies Committee
Date of Review: January 31, 2005

(A negative response indicates review is not necessary.)

RECOMMENDATION:

RESOLVED: That the San Francisco Community College District approves authorization to conduct excursions to Florence, Italy, Fall 2005 and Spring 2006, and to contract with ACCENT International Consortium for Academic Programs Abroad, Ltd, to obtain travel and educational program arrangements, with costs to be borne by the students; and

FURTHER BE IT RESOLVED: That the Chancellor, the Vice Chancellor of Finance and Administration, and/or their designees are hereby authorized to execute any and all documents on behalf of the San Francisco Community College District to effectuate this resolution.

Originator: Joanne Low



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005 **C1**

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: EQUIPMENT, SUPPLIES & SERVICES
Procurement of Equipment, Supplies, Services, Etc.,
less than \$3,000
(Resolution No. 050224-C1)

BACKGROUND INFORMATION:

Listed below is a summary of purchases for equipment, supplies, and services in individual amounts of less than \$3,000. Investigation indicates that they are necessary for the support of District operations, and therefore are recommended for approval by the Board of Trustees. It is certified that the items summarized below are in accord with the Board of Trustees policy and that funds are available to cover payment.

RECOMMENDATION:

RESOLVED: That approval be and is hereby given for the procurement of the equipment, supplies, services, etc., totaling \$293,517.17 for January 2005 individual amounts of less than \$3,000 not heretofore approved as summarized and detailed below:

January 2005

Direct Payments	\$ 45,294.10
Purchase Orders	228,111.20
Travel/Mileage	<u>20,111.87</u>
GRAND TOTAL:	\$ 293,517.17

James Kendrix, Originator

02/24/05 – C1 page 1

BOARD OF TRUSTEES

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CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

Date:

February 24, 2005

C2

To:

Board of Trustees

From:

Dr. Philip R. Day, Jr., Chancellor

Subject: EQUIPMENT, SUPPLIES & SERVICES
Procurement of Equipment, Supplies,
Services, Etc., more than \$3,000
(Resolution No. 050224-C2)

BACKGROUND INFORMATION:

The following departmental requests for the purchase of supplies, equipment, and services have been received. Investigation indicates that they are necessary for the support of District operations, and therefore are recommended for approval by the Board of Trustees. It is certified that the items summarized below are in accord with the Board of Trustees policy and that funds are available to cover payment.

Please note that some of the items represent significant expenditures but are actual annual payment encumbrances which are dispersed monthly. In some cases, these items are paid in simple annual payment given the terms and the conditions of our vendor contracts. These items are identified for you in the attachment.

RECOMMENDATION:

RESOLVED: That approval be and is hereby given for the procurement of the equipment, supplies, services, as detailed in Attachment "A".

GRAND TOTAL FOR JANUARY 2005 : \$ 3,634,137.07

James Kendrix, Originator

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	A	B	C	D	E	F	G	H	I	J	K
	Fund	Org	Acct	Prog	Ac	Department	Vendor	Doc	Amount	Description	
1	UPFX	2010	4301	6750	S	Partnership for Excellence	KGO -AM	DPB0110	4,825.00	Printing Supplies	
2	UPFX	2058	5913	6750	S	Partnership for Excellence	Karen Bevels Custom Catering	DP96591	10,467.19	Banquet and other Food Exp	
3	UPFX	6500	4102	6450	C	Partnership for Excellence	CCSF Bookstore	TPB9596	15,187.00	Supplies - Books	
4	+	U	0020	5130	6600	S	Chancellor's Office	DPC5870	3,759.00	Dues & Memberships	
5	U	0070	5720	6600	S	General Counsel Office	Battiste L	DPC3331	3,090.00	Litigation	
6	U	0070	5720	6600	S	General Counsel Office	Renne Sloan Holtzman & Sakai, LLP	DPC3334	33,908.79	Litigation	
7	U	0070	5720	6600	S	General Counsel Office	Renne Sloan Holtzman & Sakai, LLP	DPC3345	10,603.59	Litigation	
8	U	0070	5721	6720	S	General Counsel Office	Crosson G	DPC6409	20,000.00	Judgement & claims	
9	U	0130	4303	6600	S	Facilities Planning	The Betty Mills Company	POC5188	5,326.28	Other Supplies	
10	U	2010	5913	6750	S	Human Resources - General	Radisson Miyako Hotel	DPB0104	3,145.98	Banquet and other Food Exp	
11	+	U	2530	5650	6780	S	ITS-Systems and Operations	Cisco Systems, Inc.	TPC0190	15,000.00	Maint&Repair Equip
12	U	2550	5656	6780	S	ITS-Networking	VPN Dynamics	POC5765	4,335.66	Software License Fees	
13	+	U	3522	5650	6570	S	Utilities	Verizon Wireless Messaging Svcs.	TPC5762	40,000.00	Maint&Repair Equip
14	+	U	3522	5650	6570	S	Utilities	Verizon Wireless Messaging Svcs.	TPC5763	5,000.00	Maint&Repair Equip
15	+	U	3542	5632	6550	S	M&R - Buildings	LAC4854	3,645.60	Copier Leases	
16	U	3562	4301	6770	S	College Services	Office Depot Inc.	POB9677	34,792.15	Printing Supplies	
17	U	4010	5190	6600	C	Vice Chancellor Student Development	Reza J	DPC5275	5,250.00	Other Consulting	
18	U	4010	5350	6600	S	Vice Chancellor Student Development	Prestige Graphics, Inc.	DPC3238	5,484.60	Postage	
19	U	4026	5650	6200	S	A & R Dean's Office - Credit	Data Safe	TPC3224	10,000.00	Maint&Repair Equip	
20	+	U	4900	5610	6770	S	Central Services	DPC2833	4,285.00	Other Property Leases	
21	U	4900	5610	6770	S	Central Services	Ebenezer Lutheran Church	DPC2834	5,250.00	Other Property Leases	
22	U	6126	5902	6450	S	GED/Assessment Center	American Council On Education	DP95636	4,953.00	Testing Services	
23	U	6260	4303	6450	S	Graduation	CCSF Bookstore	TPC5207	10,000.00	Other Supplies	
24	+	U	8560	5350	6799	N	Institutional Sup - Dwnhtwn	DPB8624	3,000.00	Postage	
25	U						U. S. Postmaster				
26							Total Unrestricted		261,308.84		
27											
28	+	42183C	8052	6202	7100	C	CC-Childrn's Cntr Playground	Community Playground, Inc.	CTC4117	9,975.00	Construction
29	+	42178P	8052	6201	7100	C	CC - Child Development Center	Patricia O'Brien Landscape Arch.	CTC4127	17,395.00	Planning Costs
30	+	42178P	8052	6201	7100	C	CC - Child Development Center	C & N Engineers Inc.	CTC4131	24,800.00	Planning Costs
31	+	42159M	8053	6203	7100	E	Vanir Construction Management	Vanir Construction Mgmt	CTA6020E	7,875.94	Project Management
32	+	42159M	8070	6203	7100	R	Vanir Construction Management	Vanir Construction Mgmt	CTA6020E	7,476.82	Project Management
33	+	42133M	8070	6203	7100	R	Art Building & Horticulture Improve	Don Todd Associates, Inc.	CT88394H	6,500.01	Project Management
34	+	42045P	8051	6201	7100	H	Bond Proj A & E Services	Hamilton & Aitken Architects	CT41009I	4,278.66	Planning Costs
35	+	42045P	8062	6201	7100	R	Bond Proj A & E Services	Levy Design Partners	CT41010D	11,492.27	Planning Costs
36	+	435503	8085	6201	7100	R	Performing Media-Arts Center FPP	Mason Tillman Associates, Ltd.	CTC1429	8,686.00	Planning Costs
37		435002	8086	5610	7100	R	Moggia Nursery Purchase	Eugene Moggia, Trustee	LAB9485	25,000.00	Other Property Leases
38	+	434004	8083	6202	7100	R	Community Health & Wellness Ctr.	Department of Public Works	CTC5162	71,157.00	Construction

1 of 4

+ equals encumbrances to be paid on a monthly basis

* equals encumbrances to be paid by multiple payments during the fiscal year

05/02/24

THE UNIVERSITY OF CHICAGO
LIBRARY
1100 EAST 58TH STREET
CHICAGO, ILL. 60637

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	A	B	C	D	E	F	G	H	I	J	K
	Fund	Org	Acct	Prog	Ac	Department	Vendor	Doc	Amount	Description	
39	+	434004	8083	6203	7100	Community Health & Wellness Ctr.	Meridian Surveying Engineering, Inc	CTC4119	8,000.00	Project Management	
40	+	433028	8051	6201	7100	Batmale Hall HVAC/Fire Alarm Ren	Hamilton & Aitken Architects	CT41009I	15,000.04	Planning Costs	
41	+	433026	8812	6203	7100	JAD Campus Main & Gym Modern	Don Todd Associates, Inc.	CT88394H	29,999.97	Project Management	
42	+	433025	8510	6201	7100	Dwntwn Library Basement Renov.	Hamilton & Aitken Architects	CT41009I	34,000.01	Planning Costs	
43	+	433025	8510	6203	7100	Dwntwn Library Basement Renov.	Vanir Construction Mgmt	CTA6020E	39,999.95	Project Management	
44	+	433024	8051	6201	7100	Batmale APASS Program	Hamilton & Aitken Architects	CT41009I	37,999.94	Planning Costs	
45	+	433024	8051	6202	7100	Batmale APASS Program	Ng's Landmark Bldg & Engineering	CTC2749A	3,140.84	Construction	
46	+	433024	8051	6203	7100	Batmale APASS Program	Don Todd Associates, Inc.	CT88394H	75,000.25	Project Management	
47	+	433023	0130	6202	7100	Renovation Work By B&G (DPW)	Cornely Co	POC4861	23,404.00	Construction	
48	+	433023	8070	6202	7100	Renovation Work By B&G (DPW)	Tom Lewis Restoration & Consulting	DPC4857	4,500.00	Construction	
49	+	433016	8084	6201	7100	Reconfig of Reservoir Berm Renov.	Martin M. Ron Associates, Inc.	CTC4112	10,000.00	Planning Costs	
50	+	433016	8084	6202	7100	Reconfig of Reservoir Berm Renov.	SEWUP JPA	DPC4113	8,879.00	Construction	
51	+	433016	8084	6202	7100	Reconfig of Reservoir Berm Renov.	Lighting Systems	DPC5168	3,038.00	Construction	
52	+	433015	8510	6201	7100	Downtown ADA Bathroom Renov.	Hamilton & Aitken Architects	CT41009I	17,999.95	Planning Costs	
53	+	433015	8510	6203	7100	Downtown ADA Bathroom Renov.	Vanir Construction Mgmt	CTA6020E	19,999.97	Project Management	
54	+	433011	8054	6202	7100	SM02-03 #2A Cnln Rpl Fire Alarm Sys	LC General Engineering and Const	CTC4111	114,000.00	Construction	
55	+	433008	8066	6203	7100	Student Union Renovation	Don Todd Associates, Inc.	CT88394H	46,599.96	Project Management	
56	+	433007	8510	6201	7100	Downtown Cmps. Elevator Upgrade	Hamilton & Aitken Architects	CT41009I	4,999.96	Planning Costs	
57	+	433005	8510	6203	7100	Downtown Cmps. Grd. Fl. Renov.	Vanir Construction Mgmt	CTA6020E	40,000.06	Project Management	
58	+	433004	8062	6201	7100	Science Hall Window Replacement	Lewy Design Partners	CT41010D	148,000.08	Planning Costs	
59	+	433004	8062	6203	7100	Science Hall Window Replacement	Don Todd Associates, Inc.	CT88394H	3,000.03	Project Management	
60	+	432801	8051	6201	7100	Batmale Hall Comp Lab Renovation	Hamilton & Aitken Architects	CT41009I	40,000.30	Planning Costs	
61	+	432801	8051	6202	7100	Batmale Hall Comp Lab Renovation	D.F.P.F (dba Fine Line Corp)	CTC4107	1,559,000.00	Construction	
62	+	432681	8067	6203	7100	Districtwide Technology Network	NBH Solutions, LLC	CTC3096	158,000.00	Project Management	
63	+	432605	8054	6202	7100	Ergonomic Equipment	Floorcraft	PO97047	4,190.28	Construction	
64	+	432605	8054	6411	7100	Ergonomic Equipment	Pivot Interiors	PO97046	13,464.46	Equipment	
65	+	432001	8710	6202	7100	Seismic Upgrade and Improvements	Pacific Signaling Systems, Inc.	CTC2694A	3,170.00	Construction	
66	+	432001	8710	6202	7100	Seismic Upgrade and Improvements	Pacific Signaling Systems, Inc.	CTC2750A	6,600.00	Construction	
67	+	432001	8710	6202	7100	Seismic Upgrade and Improvements	Tom Lewis Restoration & Consulting	CTC4105	9,992.00	Construction	
68	+	432001	8710	6202	7100	Seismic Upgrade and Improvements	Livco Heating & Sheet Metal, Inc.	CTC4106	14,500.00	Construction	
69	+	432001	8710	6202	7100	Seismic Upgrade and Improvements	Beck Electric Supply	POC4102	9,950.08	Construction	
70	+	431002	8412	6411	7100	New Mission-Consulting Services	Office Depot Inc.	ODC6230A	4,432.03	Equipment	
71	+	431002	8412	6411	7100	New Mission-Consulting Services	Virco Mfg Corporation	POC4871	3,401.48	Equipment	
72	+	420694	8063	6202	7100	H SM 01-02 Smth/St-Bldg Fire Alarm Sys	LC General Engineering and Const	CTC4111	92,850.00	Construction	
73	+	420694	8065	6202	7100	H SM 01-02 Smth/St-Bldg Fire Alarm Sys	LC General Engineering and Const	CTC4111	92,850.00	Construction	
74	+	420693	8110	6202	7100	H SM 01-02 Alemany-Bldg Fire Alarm Sys	LC General Engineering and Const	CTC4111	119,000.00	Construction	
75	+	141630	9320	4303	6120	C Library-Commissions/Fines	Omega Pacific Electrical Supply	POB8336	6,000.06	Other Supplies	

+ equals encumbrances to be paid on a monthly basis
* equals encumbrances to be paid by multiple payments during the fiscal year

1. The first part of the paper is devoted to a general discussion of the problem of the existence of solutions of the system of equations (1) and (2) under the assumption that the functions $f_i(x)$ and $g_j(x)$ are continuous and satisfy certain conditions.

2. In the second part, we consider the case when the functions $f_i(x)$ and $g_j(x)$ are piecewise continuous and the system of equations (1) and (2) is solved in the class of piecewise continuous functions.

3. In the third part, we study the problem of the existence of solutions of the system of equations (1) and (2) when the functions $f_i(x)$ and $g_j(x)$ are discontinuous at a finite number of points and the system is solved in the class of functions that are continuous except at these points.

4. Finally, in the fourth part, we consider the case when the functions $f_i(x)$ and $g_j(x)$ are discontinuous at an infinite number of points and the system is solved in the class of functions that are continuous except at these points.

5. The results of the paper are summarized in the following theorem:

Theorem 1. Let the functions $f_i(x)$ and $g_j(x)$ be continuous and satisfy the conditions

Resolution 050224 - C2
Attachment B - January 2005

	A	B	C	D	E	F	G	H	I	J	K
	Fund	Org	Acct	Prog	Ac	Department	Vendor		Doc	Amount	Description
77											
78	+	141630	9320	5650	6120	C	Library-Commissions/Fines	Hewlett-Packard Company	TPB8338	9,550.00	Maint&Repair Equip
79	+	140045	4026	4301	6200	S	Admissions & Records	Heffl Jones	TPC3225	13,000.00	Printing Supplies
80	*	140045	4026	5632	6200	S	Admissions & Records	Ricoh Business Sys (Savin Corp)	LAC3227	5,000.00	Copier Leases
81	*	140045	4026	5632	6200	S	Admissions & Records	Xerox Corp	LAC3234	5,000.00	Copier Leases
82	+	127426	9210	5190	0500	N	SF Public Utilities Commission	Crane N	PSC7036	8,750.00	Other Consulting
83	+	127304	9210	5190	7010	N	SF Airport Commission-42	Hsieh C	PSC7039	9,100.00	Other Consulting
84		125504	6460	5190	6440	C	Student Health Fees	San Francisco General Hospital	DPC1055	4,000.00	Other Consulting
85		125501	9220	5802	6820	N	Continuing Education Fees	Folger Graphics	DPC5643	3,758.96	Advertising
86		125275	3524	6414	6550	S	SFES-Recycling and Composting	Midpoint International Inc	POC2237	7,385.59	Equipment
87		125112	1105	5350	6599	S	Chinatown Rental Properties	Overland Pacific & Cutler, Inc.	DPC1440	9,226.80	Postage
88	+	125025	7720	5191	1200	C	CA Wellness-Welcome Back Ctr.	Mackowsky N	PSC3567	7,500.00	Grant-Other Consulting
89		124904	4042	5656	6460	S	Edshare Program 04-05	AppWorx Corporation	DPB5066	5,460.00	Software License Fees
90		123858	7155	6414	0100	C	Inst Equip & Materials 04-06	School Specialty Inc	POC2259	3,095.31	Equipment
91		123858	7155	6414	0100	C	Inst Equip & Materials 04-06	AG-CON Construction	POC2269	13,375.10	Equipment
92		123858	7232	6414	1900	C	Inst Equip & Materials 04-06	VWR International, Inc.	POC3705	3,479.24	Equipment
93		123858	7350	6414	4900	C	Inst Equip & Materials 04-06	Audio Graphic Systems	POB8134	3,320.50	Equipment
94		123858	7504	6414	1000	C	Inst Equip & Materials 04-06	Bailey Ceramic Supply	POC5638	9,217.07	Equipment
95		123858	7516	6414	1000	C	Inst Equip & Materials 04-06	Action Camera	POC4642	3,016.30	Equipment
96	+	123858	8440	5650	6010	C	Inst Equip & Materials 04-06	Ricoh Business Sys (Savin Corp)	TPC6220	3,902.72	Maint&Repair Equip
97		123858	8440	6414	6010	C	Inst Equip & Materials 04-06	Ricoh Business Systems	POC6221	5,493.36	Equipment
98		123857	9500	5633	6780	S	Instr Equip & Mat ongoing 03-05	University Lease	DPC5754	46,703.58	Other Leases
99		123854	9320	5650	6120	C	Inst Equip BlkGrnt-One Time	Dynix	DPB8328	4,800.00	Maint&Repair Equip
100		123841	7257	5656	0900	C	Physical Plant & Inst Support 04-05	ComputerLand of Silicon Valley	POC2539	3,271.28	Software License Fees
101		123841	7538	5130	1000	C	Physical Plant & Inst Support 04-05	BMI General Licensing	TP94798	4,000.00	Dues & Memberships
102	+	123610	6440	7600	6430	C	EOPS 04-05	Hotel and Restaurant Dept.	TPC5011	40,000.00	Equipment
103	+	123610	6440	7600	6430	C	EOPS 04-05	CCSF Bookstore	TPC5012	25,000.00	Financial Aid
104	+	123389	7175	5190	7010	N	ECO-ATTC 04-05 CT 04-301-001	Morales A	PSC3915	7,992.00	Other Consulting
105	+	122728	7335	7600	6499	C	FCCC-TRDP 04-05	CCSF Bookstore	TPC7249	5,400.00	Financial Aid
106		122602	9210	5190	0500	N	T4E-SFDHS Edgewood Training 03-05	Ellis T	DPC7002	4,500.00	Other Consulting
107	+	122602	9210	5190	7010	N	T4E-SFDHS Edgewood Training 03-05	Barkan D	PSC7033	11,000.00	Other Consulting
108	+	122602	9210	5190	7010	N	T4E-SFDHS Edgewood Training 03-05	Alexander P	PSC7034	3,900.00	Other Consulting
109	+	122602	9210	5190	7010	N	T4E-SFDHS Edgewood Training 03-05	Hanson G	PSC7038	16,000.00	Other Consulting
110	+	122592	6464	5190	6330	C	Spellman-Bridges- Baccalaur 04-05	Wynn M	PSC5090	4,500.00	Other Consulting
111	+	121821	0020	5190	6499	C	FIPSE-NATN Earmark 2	Adecco Employment Services	TPC5830	9,999.00	Other Consulting
112	+	121512	7155	4303	0100	C	VTEA 1C 2004-2005	Beronio Lumber Co	TPC2270	9,900.00	Other Supplies
113		121512	7214	5202	0700	C	VTEA 1C 2004-2005	QuickStart Intelligence Incorporated	POB4190	5,000.00	Conference Expenses
114		121512	7214	5656	0700	C	VTEA 1C 2004-2005	Software One, Inc.	POB4194	3,452.11	Software License Fees

3 of 4

+ equals encumbrances to be paid on a monthly basis
* equals encumbrances to be paid by multiple payments during the fiscal year

05/02/24

Resolution 050224 - C2
Attachment B - January 2005

A	B	C	D	E	F	G	H	I	J	K
	Fund	Org	Acct	Prog	Ac	Department	Vendor	Doc	Amount	Description
115										
116	121512	7324	5656	1000	C	VTEA 1C 2004-2005	Ideate	POC4155	4,068.76	Software License Fees
117	121332	0082	6413	6190	C	Year 2/T-3 Strengthening/Dev Program	Dell Computer Corporation	POC6302	7,311.15	Equipment
118	121196	5153	5803	6020	S	Biolink: NATE-Biotech	BIO (Biotech Industry Orgn)	DPC3509	3,800.00	Advertising
119							Total Restricted		\$ 3,372,828.23	
120							Total Unrestricted and Restricted		\$ 3,634,137.07	
121										

+ equals encumbrances to be paid on a monthly basis
* equals encumbrances to be paid by multiple payments during the fiscal year



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

C3

Subject: GRANTS
Acceptance of Gifts
(Resolution No. 050224-C3)

BACKGROUND INFORMATION:

SFCCD Policy Manual Section 8.08 Acceptance of Gifts provides that (1) motor vehicles, (2) aircraft, (3) cash exceeding \$250, (4) securities, (5) precious stones, (6) precious metals, (7) goods other than (1) or (2) above with a market value exceeding \$1,500, be accepted by the SFCCD only by resolution of the Board of Trustees.

SHARED GOVERNANCE REVIEW:

Yes ____: No X : If yes, which committee: _____
Date of Review: _____

RECOMMENDATION:

WHEREAS: The SFCCD has been tendered the gifts detailed in Attachment A;

WHEREAS: Vice Chancellor of Academic Affairs Don Griffin declares that these gifts will enhance the instructional program of the San Francisco Community College District;

THEREFORE BE IT RESOLVED: That the Chancellor and the Vice Chancellor of Finance and Administration or their designees, are hereby authorized to accept the gifts listed on Attachment A for and in the name of the San Francisco Community College District;

FURTHER BE IT RESOLVED: That upon transfer of legal title of these gifts described in Attachment A, the Secretary of the SFCCD Board of Trustees is directed to notify the donors of acceptance of the gifts by the governing board.

Dr. Kathleen Sullivan Alioto, Originator

DESCRIPTION	DONOR	MARKET VALUE DECLARED BY DONOR
November 2004		
1. Cash	Tule River Tribal Council	\$3,481
2. Cash	Hoopa Valley Tribal Council	\$2,500
3. Equipment	Anthony Pan	\$12,950
December 2004		
4. Cash	Rebekah Children's Services	\$5,000
5. Cash	Stephen and Linda Dever	\$800
6. Cash	Elks National Foundation	\$1,000
7. Cash	Blood Centers of the Pacific	\$260
8. Cash	Robert Friese	\$500
9. Cash	United Negro College Fund	\$1,000
10. Cash	Ronald McDonald House Charities of the Bay Area	\$1,000
11. Cash	Accent Int'l Consortium for Academic Programs Abroad	\$2,500
January 2005		
12. Cash	California-Hawaii Elks Assoc.	\$700
13. Cash	Anonymous Donor	\$500
14. Cash	The San Francisco Foundation	\$11,000
15. Cash	The San Francisco Foundation	\$500
16. Cash	Tohono O'Odham Nation	\$513
17. Cash	Silicon Valley Children's Fund	\$1,500
18. Cash	PacifiCare Foundation	\$2,000
19. Cash	Hoopa Valley Tribal Council	\$2,500
20. Cash	San Francisco Rose Society, Inc	\$325
21. Equipment	Edmund Yee	\$1,500



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

G1-G14

DATE: February 24, 2005

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

**Subject: Academic Employees (Faculty)
Credit Program/Non-Credit Program
District Funded
City College of San Francisco
(Resolutions Nos. 050224-G1-G14)**

BACKGROUND INFORMATION:

These resolutions cover district funded academic employees appointments and/or other related personnel transactions. Unless otherwise indicated in the resolution, appointments are classified as temporary. Board of Trustees approval is required.

The following resolutions are recommended for adoption.

SHARED GOVERNANCE REVIEW:

Yes: ____; No: X : If yes, which
Date of

(A negative response indicates that a review is not necessary.)

Clara Starr, Originator

BOARD OF TRUSTEES

RODEL E. RODIS, PRESIDENT • DR. NATALIE BERG, VICE PRESIDENT

JOHNNIE L. CARTER, JR. • DR. ANITA GRIER • MILTON MARKS III • JULIO J. RAMOS, ESQ. • LAWRENCE WONG, ESQ.

VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments for the semester and department shown. Employment is contingent upon adequate class enrollment, possession of applicable minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non instructional rates as provided by Article 20 of the AFT contract. Total assignments for temporary part-time academic employees shall not exceed 60% of the hours per week considered a full-time assignment for regular employees having comparable duties. Total overload/extra pay assignments for full-time academic employees shall be in accordance with the relevant provisions of the appropriate bargaining contracts and the City College of San Francisco Faculty Handbook.

FALL 2004

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>	<u>Department</u>	<u>Division</u>
+ Curtis, Arthur B	Student Affairs Office	Credit
Duffy, Kathleen Susan	Student Affairs Office	Credit

G1 Fall 2004: 2

SPRING 2005

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>	<u>Department</u>	<u>Division</u>
+ Abensohn, Steven L	Computer Science	Credit
Alexander, Alexis	Disabled Stud Prog & Services	NonCredit
Aran, Jose V	Architecture	Credit
+ Armstrong, James C	Chemistry	Credit
* Arruda, Elisabeth Nico	Social Science	Credit
+ Bacon, Linda	Student Affairs Office	Credit
Barnes, Kari A	Nursing	Credit
* Barrett, Charles F	Bus/Office Tech/Small Bus	NonCredit
Bell, Mae K	Licensed Vocational Nursing	Credit
Birmingham, Nancy L	Nursing	Credit
+ Borrazas, James	Foreign Student Advising	NonCredit
Boyle, Karen A	Nursing	Credit
Broucuret, Auguste	Environmental Hort & Floristry	Credit
Broucuret, Robert Jame	Environmental Hort & Floristry	Credit
+ Brown, Jessica Janiece	English	Credit
Bruno, Christian H	Film Production	Credit
Burick, Kathleen L	Phys Education & Dance	Credit
Cahill-Nova, Grcgoria	African American Scholastic Pg	NonCredit
Cahill-Nova, Gregoria	African American Scholastic Pg	Credit
Calija, Augustine D	Journeyman-Training	NonCredit
Casper, Harris	English As a Second Language	NonCredit
Cavanaugh, D Joy	Older Adults	NonCredit
Cavellini, James R.	Journeyman-Training	Credit
Celojko, Mary T	Photography	Credit
Chang, Benjamin P	English As a Second Language	NonCredit
Chavez, Judith	Nursing	Credit

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Unrestricted

+ Chien, Annie	Nursing	Credit
* Childers, Charlene B	Bus/Office Tech/Small Bus	NonCredit
+ Clark, Ophelia	Human Resources	Credit
Cohen, Rachel S	English As a Second Language	NonCredit
* Colgan, Philip	Health Science	Credit
Compean, Richard	English	Credit
+ Conger, Amy E	Student Affairs Office	Credit
Cox, Karen C	English	Credit
Crane, Thomas Edwin	Journeyman-Training	NonCredit
+ Curtis, Arthur B	Student Affairs Office	Credit
D'Antonio, Angelica A	Photography	Credit
Delgado, John F	English	Credit
Diamond, Joseph N.	English As a Second Language	NonCredit
Doane, Timotha J	Student Affairs Office	Credit
Dolar, Marina A	Nursing	Credit
Domingo, Thelma San An	Licensed Vocational Nursing	NonCredit
+ Drucker, Ronald	Chemistry	Credit
Duffy, Kathleen Susan	Student Affairs Office	Credit
* Durso, Kenneth Thomas	Bus/Office Tech/Small Bus	NonCredit
+ Ergun, Marylou K	Foreign Student Advising	NonCredit
Farnbach, Ingrid M	English As a Second Language	NonCredit
Faus, Lynn	Older Adults	NonCredit
Femenia, Carol	Nursing	Credit
Fiandaca, Anastasia L	Student Affairs Office	Credit
Fielding, John D	English	Credit
+ Fisher, Allan P	Student Affairs Office	Credit
Fisher, Jane E	Art	Credit
Fishman, Marguerite	Phys Education & Dance	Credit
Fishman, Susan J.	Health Care Technology	Credit
Flanagan, Kathleen D	Nursing	Credit
Flores, Adeliza E	Chemistry	Credit
Fong, Edmond	Alemany Campus	Credit
+ Fong, Lawrence K	Chemistry	Credit
+ Francisco, Christine	Student Affairs Office	Credit
Freedman, Beth Gail	Student Affairs Office	Credit
Frick, Phillip J	Journeyman-Training	NonCredit
* Garlick, Mary K	English	Credit
Giardino, Alexandria J	English	Credit
Gillespie, Elgy	English As a Second Language	NonCredit
+ Glanzer, Carole S	Foreign Student Advising	NonCredit
Godinez, Marco A	Latino Services Network	Credit
Godinez, Marco A	Latino Services Network	NonCredit
Goldthorpe, Jeffrey T	Student Affairs Office	Credit
+ Goodyear, William J	Counseling Continuing Students	Credit
Gordon, Susan E	English As a Second Language	NonCredit
+ Grady, Margaret	Phys Education & Dance	Credit
Granoff, Sheila M	English As a Second Language	NonCredit
+ Grass, James C	Biological Sciences	Credit
Greene, Elouise	Counseling New Students	Credit
Greene, Terrance C.	African American Scholastic Pg	NonCredit
Greger, Christopher K	English	Credit

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Unrestricted

Gustincic, Amy L	Graphic Communication	Credit
+ Hamilton, Edward F	Student Affairs Office	Credit
+ Hammerich, Keith C	Cul Arts & Hospitality Studies	NonCredit
Harada-Garcia, Betty M	Foreign Student Advising	NonCredit
Hardiman, David A	Musie	Credit
Harmon, Henry M	Alemanys Campus	Credit
+ Hayes, Daniel	Phys Education & Dance	Credit
Haynes, Lynetta D	Bus/Office Tech/Small Bus	NonCredit
+ Hector, Willie	Phys Education & Dance	Credit
Hegwood, Delicia A	Broadcast Electronic Media Art	Credit
Heilweil, Victoria M	Photography	Credit
+ Herrmann, Paul Francis	Chemistry	Credit
+ Hirose, Lynda M	Student Affairs Office	Credit
Hodgson, Mark David	Cul Arts & Hospitality Studies	Credit
Holder, Victoria L	English As a Second Language	NonCredit
Hong, Patricia Y	English As a Second Language	NonCredit
Hough, Tonya C	Photography	Credit
Huszagh-Lockwood, Debo	English As a Second Language	NonCredit
Johnson, Linda M	Licensed Vocational Nursing	NonCredit
Johnson, Linda M	Licensed Vocational Nursing	Credit
+ Johnson, Stephan F	Student Affairs Office	Credit
Jones, Matthew J L	Journeyman-Training	NonCredit
Jue, Tracy T	English As a Second Language	NonCredit
Kailath, Priya Susan	English As a Second Language	NonCredit
Kaplan, Gregory E	English As a Second Language	NonCredit
+ Kapp, Mary J	Foreign Student Advising	NonCredit
Kappra, Richard	Student Affairs Office	Credit
Karay, Dean Nicholas	English As a Second Language	NonCredit
Kaushik, Dorothy P.	Licensed Vocational Nursing	Credit
Kawamoto, Judy Y	Student Affairs Office	Credit
Kearsley, Jeanne	English As a Second Language	NonCredit
Keeley, Gloria A	English As a Second Language	NonCredit
Killian, Dorothy Perez	English As a Second Language	NonCredit
+ Killikelly, Timothy Jo	Student Affairs Office	Credit
+ Kleinman, Craig Ira	Title III	Credit
* Kosaka, Seiko	Foreign Languages	Credit
Kunkel, Deonne M	English	Credit
Lang, Anthony	English	Credit
Lansang, Jean D	Licensed Vocational Nursing	NonCredit
Lardie, Rayne N	English As a Second Language	NonCredit
+ Larin, Renato A	Mission Campus	Credit
Lau, Pennie S	English As a Second Language	NonCredit
+ Laughlin, Sean M	Phys Education & Dance	Credit
Lee, Mei Hsia W	English As a Second Language	NonCredit
Lee, Pamela Tau	Labor and Community Studies	NonCredit
Lee, Susie K	English As a Second Language	NonCredit
Lee, Wayne C	English As a Second Language	NonCredit
Lenetaki, Sophia	Language Center	Credit
* Leone, Andrew G	Art	Credit
Leong, Agnes Y	Nursing	Credit
Leong, Lawrence Ko	Architecture	Credit

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Unrestricted

Levin, Stephanie I	English As a Second Language	NonCredit
Lewis, John A	Health Care Technology	Credit
Li, Xin Hua	English As a Second Language	NonCredit
Lindeboom, Robert T	English As a Second Language	NonCredit
Liou, Joyce L.	Language Center	Credit
+ Lo, Suzanne J	Student Affairs Office	Credit
Loewen, Kerry C	Graphic Communication	Credit
Long, James B	English As a Second Language	NonCredit
Louie, Maggie C	Biological Sciences	Credit
Louie, Van	English As a Second Language	NonCredit
Lu, Quan	English As a Second Language	NonCredit
+ Lum, Lily Yuen	Mathematics	Credit
Lyons, Stephanie Misch	Concert Lecture Series	Credit
MacAndrew, Ann L	English As a Second Language	NonCredit
Manukova, Sophia Arcad	English As a Second Language	NonCredit
Marano, Jennifer E	English	Credit
Maresca, Natasha R	Foreign Student Advising	Credit
Marks, Shirley M.	English As a Second Language	NonCredit
Mayers, Steven R	English	Credit
+ McDaniel, Lillian J	Student Affairs Office	Credit
McGrath, Teresa L	Licensed Vocational Nursing	Credit
+ McGreevy, Abigail K	Licensed Vocational Nursing	Credit
McMahan, Frank J	Health Care Technology	Credit
McMahon, Christine M	English	Credit
McSweeney, Kathryn Mar	English As a Second Language	NonCredit
Messer, Alisa	Student Affairs Office	Credit
Mijatovic, Katarina	English As a Second Language	Credit
Milhoan, Gloria G	English As a Second Language	NonCredit
Miller, Robert	English As a Second Language	NonCredit
+ Mireles, Enrique	Student Affairs Office	Credit
Mitchell, Patricia	English As a Second Language	NonCredit
+ Morales, Leslie	Bus/Office Tech/Small Bus	NonCredit
Munguia, Linda R	Nursing	Credit
Munroe, Jeffrey Powers	Photography	Credit
Murphy, Deborah S	English As a Second Language	NonCredit
Murphy, Harriet G.	Health Care Technology	Credit
Murray, Thomas E	Journeyman-Training	Credit
Nalty De Vega, Angelit	English As a Second Language	NonCredit
+ Nance, Glenn R	Human Resources	Credit
+ Nayer, Louise	Student Affairs Office	Credit
* Neil, Richard R	Earth Sciences	Credit
Neumann, Robert J	English As a Second Language	NonCredit
Nguyen, Minh H	Alemany Campus	Credit
Nicholson, Joseph W	English As a Second Language	NonCredit
Nzewi, Esther N.	Student Affairs Office	Credit
+ Obenchain, Cynthia	Foreign Student Advising	NonCredit
Ochoa Oross, Michele M	Nursing	Credit
O'Connell, Daniel J	English As a Second Language	NonCredit
O'Donnell, Sheila M.	English As a Second Language	NonCredit
O'Neil-Annis, Kelley S	English As a Second Language	NonCredit
O'Roke, Linda S.	English As a Second Language	NonCredit

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Unrestricted

Pahl, Leslie A	Language Center	Credit
Peirce, Katrina	English As a Second Language	NonCredit
Pennekamp, Nancy	Library Services	Credit
Picheny, Jacob Joel	English As a Second Language	NonCredit
+ Pirolt, Erwin	Cul Arts & Hospitality Studies	Credit
Platford, Olivia	English As a Second Language	NonCredit
Porcella, Elizabeth J	English As a Second Language	NonCredit
Powell, Steven B	Graphic Communication	Credit
+ Price, Robert T	Student Affairs Office	Credit
Queen, Miriam H.	English As a Second Language	NonCredit
Quigley, Robert E	Bus/Office Tech/Small Bus	Credit
Rabcr, Melissa Ana	English As a Second Language	NonCredit
Rappaport, Stanford A.	Language Center	Credit
+ Redick, Mary F	Student Affairs Office	Credit
Reichman, Linda K	English As a Second Language	NonCredit
+ Reinhardt, Tannis C	Student Affairs Office	Credit
Richards, Denise J	Graphic Communication	Credit
Richards, Johnetta G	Southeast Campus	Credit
Rivera, Ricardo C	Art	Credit
Roake, Anne Maric	Student Affairs Office	Credit
+ Roberts, Laurie	Foreign Student Advising	NonCredit
Romero, Manuel G	Vocational Education	Credit
Rosenthal, Alice R	English As a Second Language	NonCredit
Roth, Elliot	English As a Second Language	NonCredit
Rothe, Marianne	English As a Second Language	NonCredit
+ Rowland, Regina	Student Affairs Office	Credit
Rowley, Shaun E.	Extended Oppo Prog & Services	Credit
Rudolph, Linda J	English As a Second Language	NonCredit
+ Rule, Ann P	Computer Science	Credit
+ Rush, George M	Phys Education & Dance	Credit
+ Sanelli, Andrea M	English	Credit
Sanford, Curt Neal	English As a Second Language	NonCredit
+ Schatz, Jason M	Computer Science	Credit
Schaub, Kevin R	Language Center	Credit
Sellin, Sandra C	Nursing	Credit
Shapiro, Brian	English	Credit
Sheetz, Nuala N	English As a Second Language	NonCredit
Shimm, Amy N	Graphic Communication	Credit
Shipley, Amy N	English As a Second Language	NonCredit
Shore, Elisa A	English As a Second Language	NonCredit
Simmons, Deborah L	Nursing	Credit
Snyder, Francine E.	Photography	Credit
Song, Hui Fang	English As a Second Language	NonCredit
Songco, Warlita	Licensed Vocational Nursing	Credit
St. John, Alicia Rose	Phys Education & Dance	Credit
Starcelli, John D	Journeyman-Training	NonCredit
Stevens, Holly E	English As a Second Language	NonCredit
* Subramanian, Ravindran	Architecture	Credit
Sung, Shirley	English As a Second Language	NonCredit
Swoboda, Katherine V	English	Credit
Tagg, Brian	Journeyman-Training	NonCredit

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Unrestricted

Talusan, Edgardo C	Licensed Vocational Nursing	Credit
+ Tam, Mo-Shuet	Foreign Student Advising	NonCredit
Tatz, Mark J	English As a Second Language	NonCredit
+ Taylor, Joyce T	English	Credit
Teague, Alexandra R	English	Credit
Teodoro, Analia M	Latino Services Network	Credit
Teodoro, Analia M	Latino Services Network	NonCredit
+ Thomas, Julia M	Student Affairs Office	Credit
Thompson, Gene	English As a Second Language	NonCredit
Thompson, Margaret S	English	Credit
Tighe, John C	Health Science	Credit
Tiongson, Antonio T	Asian-American Studies	Credit
Torres, Edgar L	Student Affairs Office	Credit
Tran, Marlene	English As a Second Language	NonCredit
Tung, Renee S	Photography	Credit
Vanoncini, John C.	Phys Education & Dance	Credit
Vaughn, Leslie A	English As a Second Language	NonCredit
Vilikhina, Natalya	Licensed Vocational Nursing	Credit
+ Vitorelo, Joan C	Foreign Student Advising	NonCredit
+ Vitorelo, Joan C	Student Affairs Office	Credit
Vogel, Kelly S	English	Credit
Vogt, Lee Arno	English As a Second Language	NonCredit
Wagner, Lisa A	English As a Second Language	NonCredit
Walker, Onna M	Health Care Technology	Credit
Wallace, Susan Ann	English As a Second Language	NonCredit
Walsh, Frederick C	Journeyman-Training	Credit
Weekley, Demian Sincla	English As a Second Language	NonCredit
+ Weichert, Karen	Foreign Student Advising	NonCredit
Weide, Darlene K	Health Science	Credit
Wellin, Edith	Human Resources	Credit
Wells, Wallace E	Counseling New Students	Credit
Wen, Jing	English As a Second Language	NonCredit
+ Wendel, Nicole	Foreign Student Advising	NonCredit
* White, Deirdre F	Art	Credit
+ Williams, Jessica Rash	Student Affairs Office	Credit
Williams, Lillian	Bus/Office Tech/Small Bus	Credit
* Williams, Peter T	Astronomy	Credit
Winiecki, Kamille T	Fashion	Credit
* Wirth, Nathan L	English	Credit
Wise, Kim A	African American Scholastic Pg	NonCredit
Wisniewski, Carol J	English As a Second Language	NonCredit
Wong, Annie M	English As a Second Language	NonCredit
Wong, Eunice Y	Consumer Education	NonCredit
Wong, Jones D	English As a Second Language	NonCredit
+ Wong, Paul	Foreign Student Advising	NonCredit
Woo, Lily L	English As a Second Language	NonCredit
Wood, Janice R.	English As a Second Language	NonCredit
Wu, Ana	English As a Second Language	NonCredit
Yataco, Claudia F	English As a Second Language	NonCredit
Ye, Irene Z	English As a Second Language	NonCredit
+ Yee, Christina	Language Center	Credit

RESOLUTION 050224-G1

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Unrestricted

Yeung, Ellen L	English As a Second Language	NonCredit
Yokoyama, Elaine H	Nursing	Credit
Young, Barbara LeBeau	English As a Second Language	NonCredit
Yrun, Mario R	Bus/Office Tech/Small Bus	Credit
Yu, Allan W K	English As a Second Language	NonCredit
Zanze, Joyce M	English As a Second Language	NonCredit
Zarubin, Elizabeth A	English	Credit
Zhang, Roger	English As a Second Language	NonCredit
Zollo, Peter N	English	Credit
Zotman, Mikhail	Journeyman-Training	NonCredit

G1 Spring 2005: 291

Total for G1: 293

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Restricted

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments for the semester, department and restricted program shown. Employment is contingent upon funds available in the applicable restricted program.

Employment is contingent upon adequate class enrollment, possession of applicable minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non-instructional rates as provided by Article 20 of the AFT contract. Total assignments for temporary part-time academic employees shall not exceed 60% of the hours per week considered a full-time assignment for regular employees having comparable duties. Total overload/extra pay assignments for full-time academic employees shall be in accordance with the relevant provisions of the appropriate bargaining contracts and the City College of San Francisco Faculty Handbook.

SPRING 2005

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>		<u>Department</u>	<u>Grant</u>
<u>Division</u>			
+ Berkov, Kathleen M	Matriculation	Matriculation Non-Credit 04-05	NonCredit
Cabading, Leon F	Counseling New Students	Matriculation Credit 04-05	NonCredit
Cahill-Nova, Gregoria	Counseling New Students	Matriculation Credit 04-05	Credit
Cahill-Nova, Gregoria	Counseling New Students	Matriculation Credit 04-05	NonCredit
Delgado, John F	English	Matriculation Credit 04-05	NonCredit
+ Fong, Raymond	Extended Oppo Prog & Services	EOPS 04-05	Credit
Foo-Colon, Beverly A	Counseling New Students	Matriculation Credit 04-05	Credit
+ Fregly, Carol A	English	Matriculation Credit 04-05	NonCredit
+ Gee, Coleen L	Counseling New Students	Matriculation Credit 04-05	NonCredit
Gold, Marc L	Counseling New Students	Matriculation Non-Credit 04-05	Credit
Greene, Dara S	Counseling New Students	Matriculation Credit 04-05	Credit
Henderson-Brown, Tessa Do	Counseling New Students	Matriculation Credit 04-05	NonCredit
+ Heredia, Maria L	Counseling New Students	Matriculation Credit 04-05	Credit
+ Hom, Grace	Counseling New Students	Matriculation Credit 04-05	Credit
Huang, Joanne X	Counseling New Students	Matriculation Non-Credit 04-05	Credit
Jenkins, Alvin	Extended Oppo Prog & Services	EOPS 04-05	Credit
Johnson, Rosemary	Counseling New Students	Matriculation Non-Credit 04-05	Credit
+ Kwan, Marion	Extended Oppo Prog & Services	EOPS 04-05	Credit
+ Labrie, Portia S	Extended Oppo Prog & Services	EOPS 04-05	Credit
+ Larin, Renato A	Extended Oppo Prog & Services	EOPS 04-05	Credit
+ Larin, Renato A	Counseling New Students	EOPS 04-05	Credit
Lee, Quinci S	Counseling New Students	Matriculation Non-Credit 04-05	Credit
+ Lum, Lily Yuen	Mathematics	Matriculation Credit 04-05	NonCredit
Martinez, Antonio E.	Counseling New Students	Matriculation Credit 04-05	Credit
Martincz, Antonio E.	Counseling New Students	Matriculation Credit 04-05	NonCredit
Mijatovic, Katarina	English As a Second Language	Matriculation Credit 04-05	Credit
Ng, Veronica	Counseling New Students	Matriculation Non-Credit 04-05	Credit
+ Osborne, Marie J	Counseling New Students	Matriculation Credit 04-05	NonCredit
Papini, Rita	Counseling New Students	Matriculation Non-Credit 04-05	Credit
Phillips, Andrea S	Counseling New Students	Matriculation Non-Credit 04-05	NonCredit
+ Phillips, Catherine	English As a Second Language	Matriculation Credit 04-05	NonCredit
+ Phillips, Catherine	Matriculation	Matriculation Credit 04-05	Credit
+ Quinn, Denise	Matriculation	Matriculation Non-Credit 04-05	NonCredit
+ Randolph, Alvin C	Counseling New Students	Matriculation Credit 04-05	Credit
+ Randolph, Alvin C	Counseling New Students	Matriculation Credit 04-05	NonCredit

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Restricted

+ Rendon, Peggy T	Counseling New Students	Matriculation Non-Credit 04-05	NonCredit
+ Shoaf, William A	English As a Second Language	Matriculation Credit 04-05	Credit
+ Sparks, Jack D.	Counseling New Students	Matriculation Credit 04-05	NonCredit
+ Sparks, Jack D.	Counseling New Students	Matriculation Credit 04-05	Credit
+ Ta, Hoa M	Extcnded Oppo Prog & Services	EOPS 04-05	Credit
+ Tang, Paul S	Mathematics	Matriculation Credit 04-05	Credit
Tom, Perry B	Counseling New Students	Matriculation Non-Credit 04-05	Credit
+ Truong, Barbara B	Counseling New Students	Matriculation Credit 04-05	NonCredit
Truong, Nina M	Counseling New Students	Matriculation Credit 04-05	NonCredit
Truong, Nina M	Counseling New Students	Matriculation Non-Credit 04-05	Credit
+ Vayngortin, Lev D	Mathematics	Matriculation Credit 04-05	Credit
+ Walsh, Laura	English As a Second Language	Matriculation Credit 04-05	Credit
Watson, John E	Counseling New Students	Matriculation Non-Credit 04-05	Credit
Webster, Carlos	Counseling New Students	Matriculation Non-Credit 04-05	Credit
Wise, Kim A	Counseling New Students	Matriculation Credit 04-05	NonCredit
Wise, Kim A	Counseling New Students	Matriculation Credit 04-05	Credit
Wise, Nicole Y	Counseling New Students	Matriculation Credit 04-05	NonCredit
Wise, Nicole Y	Counseling New Students	Matriculation Credit 04-05	Credit
Yue, SingKin	Counseling New Students	Matriculation Credit 04-05	Credit

G2 Spring 2005: 54

Total for G2: 54

Total Records: 347

050224 – G3

Full-Time
Temporary

RESOLVED: That on the effective dates indicated, the following named academic employee be appointed as full-time temporary (long-term substitute) faculty. Appointment shall be contingent upon verification of satisfactory physical examination, a tuberculosis clearance, and completion of appropriate District documents. Salary shall be in accordance with the current salary schedule.

<u>NAME</u>	<u>DEPARTMENT/CAMPUS</u>	<u>STATUS</u>	<u>REPLACEMENT FOR</u>	<u>EFFECTIVE DATES</u>
HODGSON, Mark	Culinary Arts & Hospitality Studies / Ocean Avenue	Full-Time Temporary (Long-Term Substitute)	Henri Cochenne U-5120-1129-6010-C FS9999	02/25/05 – 05/27/05

050224 – G4
Amendment
to Resolution

RESOLVED: That the following named academic employee appointed to Resolution 040826-G5, Full-Time, Temporary (Long-Term Substitute) faculty assignment be **CANCELED**:

<u>NAME</u>	<u>DEPARTMENT/CAMPUS</u>	<u>STATUS</u>	<u>REPLACEMENT FOR</u>	<u>EFFECTIVE DATES</u>
ABEL, Jennifer	English As A Second Language / Ocean Avenue	Full-Time Temporary (Long-Term Substitute)	Joan Young U-5120-1129-6010-C FS9999	01/13/05 – 05/27/05

050224 – G5
Name Change

RESOLVED: That the name of the following academic employee be changed for record purposes:

FROM	TO
Crossin, Amy E	Miles, Amy E

050224 – G6
Leave of
Absence

RESOLVED: That for the effective dates shown the following named academic personnel be granted leave of absence:

NAME	DEPARTMENT/CAMPUS	CONTRACT SECTION	EFFECTIVE DATES
Blair, Caroline	Film Production/Ocean	17.P	01/13/05 – 05/27/05
Liu, Renee	Math/Ocean	17.B	01/13/05 – 05/27/05
Matsumura, Mikiko	Foreign Languages/Ocean	17.P	01/13/05 – 05/27/05
Mun, Vivien	DSPS/Ocean	17.P	01/13/05 – 05/27/05

050224 – G7

Leave of

Absence

RESOLVED: That for the effective dates shown the following named academic personnel be granted leave of absence:

NAME	DEPARTMENT/CAMPUS	CONTRACT SECTION	EFFECTIVE DATES
Cox, Karen	English/Ocean	17.P	08/15/05 – 12/20/05
Lee, Kim	ESL/Ocean	17.P	08/15/05 – 12/20/05

050224 – G8

Leave of

Absence

RESOLVED: That for the effective dates shown the following named academic personnel be granted leave of absence:

NAME	DEPARTMENT/CAMPUS	CONTRACT SECTION	EFFECTIVE DATES
Lum, Lily Yuen	Math/Ocean	17.P	08/15/05 – 05/26/06
Wilensky, Debra	ESL/John Adams	17.P	08/15/05 – 05/26/06

050224 – G9
Amendment
to Resolution

RESOLVED: That Resolution 050127 – G7, Amendment to Resolution (Amending Resolution 031030-G8, Reduced Workload Pre-Retirement Reduction), be amended in part to show the following due to typographical error:

NAME	DEPARTMENT/CAMPUS	TERMS OF DUTY	EFFECTIVE DATES
<u>CHANGE</u> <u>FROM:</u> Mars, Ton Y.	ESL/Chinatown	Work 80% every Fall and Spring CANCEL PER EMPLOYEE REQUEST AND DISTRICT AGREEMENT	Spring 2004 through Fall 2013 Spring 2004 through Fall 2004
<u>CHANGE</u> <u>TO:</u> Mars, Ton Y.	ESL/Chinatown	Work 80% every Fall and Spring <u>CANCEL PER EMPLOYEE</u> <u>REQUEST AND DISTRICT</u> <u>AGREEMENT</u>	Spring 2004 through Fall 2004 <u>Spring 2005 through Fall 2013</u>

050224 – G10
Amendment
to Resolution

RESOLVED: That Resolution 050127 – G10, Amendment to Resolution (Amending Resolution 031216-G4, Reduced Workload Pre-Retirement Reduction), be amended in part to show the following due to typographical error:

NAME	DEPARTMENT/CAMPUS	TERMS OF DUTY	EFFECTIVE DATES
<u>CHANGE</u> <u>FROM:</u>			
Stewart, Barbara	ESL/Ocean	Work 60% every Fall and Spring CANCEL PER EMPLOYEE REQUEST AND DISTRICT AGREEMENT	Spring 2004 through Fall 2013 Spring 2004 through Spring 2004
<u>CHANGE</u> <u>TO:</u>			
Stewart, Barbara	ESL/Ocean	Work 60% every Fall and Spring <u>CANCEL PER EMPLOYEE</u> <u>REQUEST AND DISTRICT</u> <u>AGREEMENT</u>	Spring 2004 <u>Fall 2005 through Fall 2013</u>

050224 – G11
Amendment
to Resolution

RESOLVED: That Resolution 000330 – G10, Reduced Workload Pre-Retirement Reduction, be amended in part to show the following:

NAME	DEPARTMENT/CAMPUS	TERMS OF DUTY	EFFECTIVE DATES
<u>CHANGE</u> <u>FROM:</u>			
Chang, Hortensia	DSPS/Ocean	Work 0% every Fall and 100% every Spring	Fall 2000 through Spring 2010
<u>CHANGE</u> <u>TO:</u>			
Chang, Hortensia	DSPS/Ocean	Work 0% every Fall and 100% every Spring <u>for 1 Fiscal Year</u> <u>Work 50% every Fall and Spring for 9 Fiscal Years</u>	Fall 2000 through <u>Spring 2001</u> <u>Fall 2001 through Spring 2010</u>

050224 – G12
Amendment
to Resolution

RESOLVED: That Resolution 040527 – G7, Reduced Workload Pre-Retirement Reduction, be amended in part to show the following:

NAME	DEPARTMENT/CAMPUS	TERMS OF DUTY	EFFECTIVE DATES
<u>CHANGE</u> <u>FROM:</u> Newton, Victoria H.	ESL/Ocean	Work 80% every Fall and Spring	Fall 2004 through Spring 2014
<u>CHANGE</u> <u>TO:</u> Newton, Victoria H.	ESL/Ocean	Work 80% Fall 2004 <u>Work 60% Spring 2005</u> <u>Work 80% every Fall and Spring for 9</u> <u>Fiscal Years</u>	Fall 2004 <u>Spring 2005</u> <u>Fall 2005 through Spring 2014</u>

050224 – G13
Amendment
to Resolution

RESOLVED: That Resolution 031216 – G3, Amendment to Resolution (Amending Resolutions 021121 – G4, 021107 – G8, and 010830 – G11, originally Reduced Workload Pre-Retirement Reduction), be amended in part to show the following:

NAME	DEPARTMENT/CAMPUS	TERMS OF DUTY	EFFECTIVE DATES
<u>CHANGE</u> <u>FROM:</u>			
Kuusisto, Sharon K.	Foreign Languages/Phelan	Work 86.6%	Fall 2001 through Spring 2002
		Work 73.3% every Fiscal Year for 2 years	Fall 2002 through Spring 2004
		Work 66.6% every Fiscal Year for 1 year	Fall 2004 through Spring 2005
		Work 60% every Fiscal Year for 2 years	Fall 2005 through Spring 2007
<u>CHANGE</u> <u>TO:</u>			
Kuusisto, Sharon K.	Foreign Languages/Ocean	Work 86.6% every Fall and Spring for 1 Fiscal Year	Fall 2001 through Spring 2002
		Work 73.3% every Fall and Spring for 2 Fiscal Years	Fall 2002 through Spring 2004
		Work 66.6% every Fall and Spring for 1 Fiscal Year	Fall 2004 through Spring 2005
		Work 60% every Fall and Spring for <u>6</u> <u>Fiscal Years</u>	Fall 2005 through <u>Spring 2011</u>

050224 – G14
Amendment
to Resolution

RESOLVED: That Resolution 021219 – G8, Reduced Workload Pre-Retirement Reduction, be amended in part to show the following:

NAME	DEPARTMENT/CAMPUS	TERMS OF DUTY	EFFECTIVE DATES
<u>CHANGE</u> <u>FROM:</u>			
Wetzel, Cherie L R	Biology/Ocean	Work 75% every Fall and Spring	Fall 2003 through Spring 2013
<u>CHANGE</u> <u>TO:</u>			
Wetzel, Cherie L R	Biology/Ocean	Work 75% every Fall and Spring for <u>2</u> <u>Fiscal Years</u> <u>Work 100% every Fall and 0% every</u> <u>Spring for 8 Fiscal Years</u>	Fall 2003 through <u>Spring 2005</u> <u>Fall 2005 through Spring 2013</u>



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

H1-H3

DATE: February 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: Academic Employees (Faculty)
Credit Program/Non-Credit Program
Categorically Funded
City College of San Francisco
(Resolutions Nos. 050224-H1-H3)

BACKGROUND INFORMATION:

Resolutions 050224-H1-H3 cover categorically funded temporary academic employees appointments and/or other related personnel transactions pursuant to the provision of California Education Code #87470. All Appointments are classified as temporary, when services are required and funds are provided. Board of Trustees approval is required.

The following resolutions are recommended for adoption.

SHARED GOVERNANCE REVIEW:

Yes: ____; No: X : If yes, which
Date of

(A negative response indicates that a review is not necessary.)

Clara Starr, Originator

BOARD OF TRUSTEES

RODEL E. RODIS, PRESIDENT • DR. NATALIE BERG, VICE PRESIDENT

JOHNNIE L. CARTER, JR. • DR. ANITA GRIER • MILTON MARKS III • JULIO J. RAMOS, ESQ. • LAWRENCE WONG, ESQ.

VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments for the semester, department and grant shown. Employment is pursuant to Education Code section 87470 and contingent upon funds available in the applicable Grant/Contract. Employment is contingent upon adequate class enrollment, possession of applicable required minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non-instructional rates as provided by Article 20 of the AFT contract.

Total assignments for temporary part-time faculty shall not exceed 60% of the hours per week considered a full-time assignment for regular employees having comparable duties. Total overload/extra pay assignments shall be in accordance with the relevant provisions of the appropriate bargaining contract and the City College of San Francisco Faculty Handbook.

FALL 2004

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>	<u>Division</u>	<u>Department</u>	<u>Grant</u>
Bolden, Pinkie L	Nursing	Yr-1 Assoc Degree Nursing Exp 04-05	Credit
Macale, James R	Financial Aid	Board of Financial Aid Progm 04-05	Credit
Perez, Jorge L.	Financial Aid	Board of Financial Aid Progm 04-05	Credit
+ Stewart, Debra M	Learning Assistance	Partnership for Excellence	Credit

H1 Fall 2004: 4

SPRING 2005

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>	<u>Division</u>	<u>Department</u>	<u>Grant</u>
Alexander, Horace V	Human Resources	AB1725 Staff Diversity 04-05	Credit
Bell, Rosalyn Elai	Child Dev. & Family Studies	St. Preschool FD 04-05 GWAP	NonCredit
+ Bixler, Camilla	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Boone, Anthony G	Contract Education	SF Airport Commission-42	NonCredit
Boone, Anthony G	Contract Education	SF Airport Commission-42	Credit
Carrese, John Matt	Contract Education	Ct. Ed SF Hotels Partnership Proj-4	NonCredit
Chapuis, Dominique	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
+ Chen, Pearl B.	Child Dev. & Family Studies	SF Cares-Wu Yee Services YR2	Credit
+ Cheng, Eva Yuen	Child Dev. & Family Studies	SF Cares-Wu Yee Services YR2	Credit
+ Chien, Annie	Health Science	WIA-PIC-Nurse Workforce Initiative	Credit
+ Chung, Catherine C	Mentoring Program	Partnership for Excellence	Credit
Cohen, Rachel S	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
+ Conner, Constance May	Vocational Education	Vatea- T3E Tech Prep 04-05	Credit
Cull, Patricia A	Mission Campus	Partnership for Excellence	Credit
+ Dawdyiak, Cecile M	Nursing	WIA-PIC-Nurse Workforce Initiative	Credit
Deng, Linda Y	Cal Works	Calworks Program 04-05	NonCredit
Deng, Linda Y	Cal Works	Calworks Program 04-05	Credit
Donovan, Sharon Mari	Child Dev. & Family Studies	SFDHS Foster Parent Preservice Trng	NonCredit
Donovan, Sharon Mari	Child Dev. & Family Studies	HAAS-SFEC Prog Dev Initiative - Yr3	NonCredit
Edwards, Sam J	Cal Works	Temp Assist for Needy Family 04-05	Credit
Edwards, Sam J	Child Dev. & Family Studies	Temp Assist for Needy Family 04-05	Credit
Edwardson, Lawrence H	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Ellis, Terry McCa	Contract Education	T4E-SFDHS Edgwood Training 03-05	Credit

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: Categorically Funded.

+ Ergun, Marylou K	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Fein, Judith T	Contract Education	T4E-SFDHS Edgewood Training 03-05	NonCredit
Gibson, Nina G	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Gibson, Nina G	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
Grohe, William E.	Bio-Link	ECO-NCBC 04-05 CT#04-304-002	Credit
+ Hale, Cecil	Broadcast Electronic Media Art	Partnership for Excellence	Credit
Helmy, Anna-Lisa	English As a Second Language	SFDHS VESL-VIP Program Yr-3	Credit
+ Hess, Darrel E	Child Dev. & Family Studies	SFUSD-CAMSP 04-05	Credit
Hovanesian, Suzanne A.	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Huot, Bophany L	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Ikeda, Vivian S	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Ishibashi, Jean T	Interdisciplinary Studies	HAAS-SFEC Prog Dev Initiative - Yr3	Credit
James, Arlene	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
+ Johnson, Elaine A	Bio-Link	TVI/Biolink DUE0402651-Yr1	Credit
+ Johnson, Elaine A	Bio-Link	Biolink: NATE-Biotech	NonCredit
+ Johnson, Gregory A	Title III	Year 3/T-3 Strengthening/Dev Progrm	Credit
+ Johnson, Gregory A	Career Link	WIA/Pic-CA Rapid Response 04-05	Credit
Johnson, Vaneese E	Vocational Education	ECO-CACT 04-05 CT-04-302-009	Credit
Kaplan, Gregory E	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Kearsley, Jeanne	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	NonCredit
Kearsley, Jeanne	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
+ Kleinman, Craig Ira	Title III	Year 3/T-3 Strengthening/Dev Progrm	Credit
+ Lallas, James M	Vocational Education	Vatea- T3E Tech Prep 04-05	Credit
Lewis, Christa M	English As a Second Language	SFDHS VESL-VIP Program Yr-3	NonCredit
Liu, Maida D	Asian Pacific Amer Student Sev	Board of Financial Aid Progrm 04-05	Credit
Luckey, Bernadine Cori	Contract Education	T4E-SFDHS Edgewood Training 03-05	Credit
Lyau, Pamela W	Contract Education	ECO-CFE 04-05 CT#04-305-012	NonCredit
Macale, James R	Asian Pacific Amer Student Sev	Board of Financial Aid Progrm 04-05	Credit
Macale, James R	Financial Aid	Board of Financial Aid Progrm 04-05	Credit
+ McCarthy, Denise Kath	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
McMahan, Frank J	Health Care Technology	Miranda Lux-EMT Galileo	Credit
Mijatovic, Katarina	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Milhoan, Gloria G	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Miller, Robert	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
+ Mireles, Enrique	Vocational Education	Vatea- T3E Tech Prep 04-05	Credit
+ Mireles, Enrique	Interdisciplinary Studies	HAAS-SFEC Prog Dev Initiative - Yr3	Credit
+ Mitchell, Kathleen	Title III	Year 3/T-3 Strengthening/Dev Progrm	Credit
+ Nance, Glenn R	Office of Diversity	Partnership for Excellence	NonCredit
Nicholson, Joseph W	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
+ Norris, Jennifer Ann	Vocational Education	Vatea- T3E Tech Prep 04-05	Credit
* O'Malley, Maureen A	Interdisciplinary Studies	FSS/MCHS- YR6 04-05	Credit
Ousdahl, Tracy A	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Parker, James	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Perez, Jorge L.	Financial Aid	Board of Financial Aid Progrm 04-05	Credit
+ Quadra, Indiana G	Title III	Year 3/T-3 Strengthening/Dev Progrm	Credit
Quan, Lisa Ling	Child Dev. & Family Studies	CA Early Childhoos Mentor Prg 04-05	Credit
+ Quinn, Denise	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Reed, Robert W	Bio-Link	NSF-Bridges to Biotech DUE0341384	Credit
+ Rosenthal, Nadine	Learning Assistance	Partnership for Excellence	Credit
Selleck, Denise F	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Silverman, Herb M	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit

RESOLUTION 050224-H1

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: Categorically Funded.

Skinner, Janey E	Health Science	VTEA 1C 2004-2005	NonCredit
Sneed, Jane W	Learning Assistance	CPEC-Teach to Advance SAMS Yr-2	Credit
Spears, Deanne K	Learning Assistance	CPEC-Teach to Advance SAMS Yr-2	Credit
Stark, L. Susa	Vocational Education	ECO-CACT 04-05 CT-04-302-009	Credit
Storey, Brenda Y.	Contract Education	T4E-SFDHS Edgewood Training 03-05	Credit
Sung, Shirley	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
+ Theige, Gary L	Social Science	Partnership for Excellence	Credit
+ Thiry, Pierre S	Vocational Education	Vatea- T3E Tech Prep 04-05	Credit
Tompkins, Raymond J	Southeast Campus	Partnership for Excellence	Credit
Tompkins, Raymond J	Southeast Campus	Mayors Office Criminal Justice 04-0	Credit
Trasvina, Nicky R	Career Link	WIA/Pic-CA Rapid Response 04-05	Credit
Treanor, Frank R.	Contract Education	T4E-SFDHS Edgewood Training 03-05	NonCredit
Tsui, Philip S	Behavioral Sciences	FCCC/Americorp FYMP 04-05	Credit
Velasquez, Adolfo A	Cal Works	Calworks Program 04-05	Credit
Velasquez, Adolfo A	Cal Works	Calworks Program 04-05	NonCredit
+ Verdugo, Diana L	Extended Oppo Prog & Services	Calworks Program 04-05	Credit
+ Verdugo, Diana L	Cal Works	Calworks Program 04-05	NonCredit
Wedemeyer, William Kirb	Career Link	WIA/Pic-CA Rapid Response 04-05	Credit
+ White, Kathleen C	Child Dev. & Family Studies	CA Early Childhoos Mentor Prg 04-05	NonCredit
+ White, Thomas P	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Wiese, Katryn P.	Child Dev. & Family Studies	SFUSD-CAMSP 04-05	Credit
+ Wilensky, Debra Sue	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Wong, Annie M	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Yee, Edna	Cal Works	Temp Assist for Needy Family 04-05	Credit
Yeung, Ellen L	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
Yrun, Mario R	Bus/Office Tech/Small Bus	Vatea-REEC 04-05	Credit
Yue, SingKin	Asian Pacific Amer Student Sev	Board of Financial Aid Progrm 04-05	Credit
Yuk, Winnie	Contract Education	T4E-SFDHS Edgewood Training 03-05	NonCredit
Yung, Robert S	Bio-Link	NSF-Bridges to Biotech DUE0341384	Credit

H1 Spring 2005: 103

Total for H1: 107

Total Records: 107

050224-H2
Amendment
to Resolution

RESOLVED: That resolution 040826-H2, Categorically Funded, Full-Time Temporary Assignment, be amended in part to show the following:

<u>CHANGE</u> <u>FROM:</u>	<u>NAME</u>	<u>DEPARTMENT</u>	<u>ACTIVITY</u>	<u>BUDGET</u>	<u>EFFECTIVE DATES</u>
	RYAN-GARRISON, KATE	Financial Aid Office	Counselor	123109-4049-1240-6460-S FN9626	08/16/04 – 05/27/05
<u>TO:</u>	RYAN-GARRISON, KATE	Financial Aid Office	Counselor	123109-4049-1240-6460-S FN9626	08/16/04 – 12/21/04

050224-H3
Amendment
to Resolution

RESOLVED: That resolution 040610-H2, Categorically Funded, Full-Time Temporary Assignment, be amended in part to show the following:

<u>CHANGE</u> <u>FROM:</u>	<u>NAME</u>	<u>DEPARTMENT</u>	<u>ACTIVITY</u>	<u>BUDGET</u>	<u>EFFECTIVE DATES</u>
	PICAR, DEBORAH	Workforce Investment Act	San Francisco Transit Coordinator	Advanced Transportation Technology 123389-7175-1220-6840-N 30% SF Centers for Competitive Technologies – SFCFACT 123358-7175-1220-6840-N 30% VTEA I-C Administration 121512-7173-1220-6720-S 10% VTEA I-C Outreach 121512-7173-1220-6470-S 10% FN9633	08/16/04 – 05/27/05 08/16/04 – 05/27/05 08/16/04 – 05/27/05 08/16/04 – 05/27/05
<u>TO:</u>	PICAR, DEBORAH	Workforce Investment Act	San Francisco Transit Coordinator	Advanced Transportation Technology 30% 123389-7175-1220-6840-N SF Centers for Competitive Technologies – SFCFACT 50% 123358-7175-1220-6840-N Advanced Transportation Technology 20% 122166-7175-1220-0900-S FN9633	08/16/04 – 05/27/05 10/01/04 – 05/27/05 01/24/05 – 05/27/05



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

N1

DATE: February 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: Academic Employees (Faculty)
Community Services Classes
City College of San Francisco
(Resolutions Nos. 050224-N1)

BACKGROUND INFORMATION:

Resolutions 050224-N1 covers appointments of academic employees to Community Service Classes and/or other related transactions pursuant to the provisions of California Education Code #78300. All appointments are classified as temporary, hourly unless otherwise stated in the resolution. Board of Trustees approval is required.

The following resolutions are recommended for adoption.

SHARED GOVERNANCE REVIEW:

Yes: ____; No: X : If yes, which
Date of

(A negative response indicates that a review is not necessary.)

Clara Starr, Originator

BOARD OF TRUSTEES

RODEL E. RODIS, PRESIDENT • DR. NATALIE BERG, VICE PRESIDENT
JOHNNIE L. CARTER, JR. • DR. ANITA GRIER • MILTON MARKS III • JULIO J. RAMOS, ESQ. • LAWRENCE WONG, ESQ.
VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments in Community Services and related Programs pursuant to Education Code Section 78300. Employment is contingent upon adequate class enrollment, possession of applicable required minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non-instructional rates as provided by Article 20 of the AFT contract. Total assignments for temporary part-time faculty shall not exceed 60% of the hours per week considered as full-time assignments for regular employees having comparable duties. Total overload/extra pay assignments for full-time faculty shall be in accordance with the relevant provisions of the appropriate bargaining contract and the City College of San Francisco Faculty Handbook.

FALL 2004

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>	<u>Department</u>	<u>Division</u>
Sosa, Carmen E	Community Services	NonCredit

N1 Fall 2004: 1

SPRING 2005

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>	<u>Department</u>	<u>Division</u>
Alan, Kerry S	Community Services	NonCredit
Attisha, Majid Boles	Community Services	NonCredit
Bang, Ban T	Community Services	NonCredit
Berston, Hyman M	Community Services	NonCredit
Bigham, Jennifer A	Community Services	NonCredit
Breuninger, Nancy M	Community Services	NonCredit
Chan, Norma A	Community Services	NonCredit
Chin, Lawrence	Community Services	NonCredit
Chopra, Jasbir Kaur	Community Services	NonCredit
Corvaisier, Gaelle Luc	Community Services	NonCredit
Cunningham, Rossana C	Community Services	NonCredit
Djordjevich, Nada	Community Services	NonCredit
Eppley, Barbour J	Community Services	NonCredit
Gabbert, Margaret E	Community Services	NonCredit
Garcia, Ana R	Community Services	NonCredit
George, Kathleen M	Community Services	NonCredit
Goldwach, Richard	Community Services	NonCredit
Goodheart, Marianna R.	Community Services	NonCredit
Graeter, Rudolf A	Community Services	NonCredit
Grannis, Anne C	Community Services	NonCredit
Graubergcr, Mary E	Community Services	NonCredit
Gray, Marion R.	Community Services	NonCredit
Hope, Linda M.	Community Services	NonCredit
Lee, Boohyun	Community Services	NonCredit
Lenetaki, Sophia	Community Services	NonCredit
Licb, Reddy C	Community Services	NonCredit
Long, Electra L	Community Services	NonCredit

TEMPORARY HOURLY ASSIGNMENTS -
ACADEMIC EMPLOYEES: Community Services Programs

Maia, Luciano Sonntag	Community Services	NonCredit
Moore, Rosalin	Community Services	NonCredit
Morlan, Joseph	Community Services	NonCredit
Pastine, Francesca	Community Services	NonCredit
Peterson, John R	Community Services	NonCredit
Pucci, Alicia	Community Services	NonCredit
Reguzzoni, Franco	Community Services	NonCredit
Rich, Lawrence A	Community Services	NonCredit
Ruben, Jacqueline J	Community Services	NonCredit
Sandkuhler, Iris Evelyn	Community Services	NonCredit
Scott, John Stewart	Community Services	NonCredit
Shain, Allen I.	Community Services	NonCredit
Simons, Mark S.	Community Services	NonCredit
Sosa, Carmen E	Community Services	NonCredit
Stanton, Karen J	Community Services	NonCredit
Stellman, Christopher	Community Services	NonCredit
Tabarracci, Jenny	Community Services	NonCredit
Toy, Cherise K	Community Services	NonCredit
Van der Valk, Anna-Lis	Community Services	NonCredit
Walker, Dawn A	Community Services	NonCredit
Whitman, Patricia T.	Community Services	NonCredit
Whitmore, Tina	Community Services	NonCredit
Willard, Deborah A	Community Services	NonCredit
Woodman, Catherine L	Community Services	NonCredit

N1 Spring 2005: 51

Total for N1: 52

Total Records: 52





CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005

S1

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: SPECIAL

**Adopting a Successor Collective Bargaining Agreement between the San Francisco Community College District and the American Federation of Teachers, Local 2121, for the period January 14, 2005, through December 31, 2007, unless otherwise specified therein
(Resolution No: 050224-S1)**

BACKGROUND INFORMATION:

The Collective Bargaining Agreement between the San Francisco Community College District (District) and the American Federation of Teachers, Local 2121, (AFT 2121) expired under its own terms on January 13, 2005. The Board of Trustees on August 26, 2004, by Resolution No. 040826-S6 presented the Initial Proposals of the AFT 2121 and of the District for a Successor Collective Bargaining Agreement, and established a public Board of Trustees Meeting in September 2004 for public response to the Initial Proposals. The Board of Trustees on September 30, 2004, by Resolution No. 040930-S1 adopted the District's Initial Proposal for a Successor Collective Bargaining Agreement with AFT 2121, after receiving public comment. In February 2005, the representatives of the Board of Trustees and of the AFT 2121 reached tentative agreement on the provisions of a Successor Collective Bargaining Agreement (Agreement) on behalf of the AFT 2121 and the District for the period January 14, 2005, through December 31, 2007, unless otherwise specified therein. In February 2005, the AFT 2121 membership ratified the Agreement. The Board of Trustees, pursuant to Government Code Section 3547.5, has disclosed at a public meeting the major provisions of the Agreement, including costs to be incurred under the Agreement for the time period covered by the Agreement.

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

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SHARED GOVERNANCE REVIEW:

Yes: _____; No: X; if yes, which committee: _____
Date of Review: _____

RECOMMENDATION:

RESOLVED THAT: The Board of Trustees of the District approves, ratifies and adopts the Agreement reached between the District and the AFT 2121, a copy of which is on file with the Chancellor's Office and the Employee Relations Office, is available for inspection, and is hereby incorporated by reference as part of this Resolution, and that the term of said Agreement be from January 14, 2005, through December 31, 2007, unless otherwise specified therein;

FURTHER BE IT RESOLVED THAT: The Chancellor and the Vice Chancellor of Finance and Administration, and/or their designee(s) are hereby authorized and directed to implement this Resolution and to submit any necessary finance resolutions to fund implementation of this Resolution.

Originator: Peter Goldstein
with Steve Hale



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

S2

Subject: SPECIAL
Recommend a Salary Increase for Academic Management Employees Retiring in Fiscal Year 2004-2005 and an Adjustment in Salary for Academic Management Employees for Fiscal Year 2005-2006
(Resolution No. 050224-S2)

BACKGROUND INFORMATION:

Per our past practice and consistent with recommended adjustments in wage rates and related terms and conditions of employment provided for other academic employees of the District (i.e., Faculty), the Chancellor recommends a salary increase for Academic Management Employees retiring in Fiscal Year 2004-2005 and an adjustment in salary for Academic Management Employees for Fiscal Year 2005-2006. As mentioned, traditionally when the Board of Trustees approves the future contract prepared for faculty (see S1), the same recommendations are made applicable for representatives of the Administration. The recommendations included herein are the equivalent of what is included in the successor agreement for faculty.

SHARED GOVERNANCE REVIEW:

Yes: _____; No: X ; if yes, which committee: _____
Date of Review: _____

RECOMMENDATION:

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

057

RESOLVED: That the Board of Trustees hereby adopts the following salary increase for Academic Management Employees retiring in Fiscal Year 2004-2005 and an adjustment in salary for Academic Management Employees for Fiscal Year 2005-2006:

Salary Increase for Academic Management Employees Retiring

Academic Management Employees who retire from District service with an effective date on or between July 1, 2004, and June 30, 2005, shall receive a retroactive increase in salary equivalent to 1%; this retroactive increase in salary shall cover the period from July 1, 2004, through June 30, 2005, as appropriate.

Salary Adjustment

1. For Fiscal Year 2005-2006, the salaries of Academic Management Employees shall be increased by the cost of living adjustment (COLA), if any, for community colleges contained within the adopted State budget for Fiscal Year 2005-2006.
 - 1.1. For Fiscal Year 2005-2006, Academic Management Employees, shall receive a salary increase of at least 3%, even if the State COLA adjustment for 2005-2006 is less than 3%. If the State COLA adjustment for 2005-2006 is less than 3%, other available moneys will be used to help fund the difference between the actual State COLA and a 3% salary increase.
 - 1.2. Academic Management Employees acknowledge that the final State budget for 2005-2006 may include a reduction in State funding for STRS that would have to be addressed at the local level. Such a reduction may place financial pressure on the District, thereby limiting the District's ability to pass through the full amount of the State COLA beyond 3%. If the final 2005-2006 State budget reduces State funding for STRS, the Chancellor may make a subsequent recommendation to the Board of Trustees regarding the amount above 3%, if any, to be provided to Academic Management Employees for Fiscal Year 2005-2006.

FURTHER BE IT RESOLVED: That the Chancellor and the Vice Chancellor of Administration and Finance, and/or their designee(s) are hereby authorized and directed to implement this Resolution.

Originator: Chancellor Philip R. Day, Jr.



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005 **S3**

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: SPECIAL
Approval of Tenure Status for Selected
Faculty Members
(Resolution No.050224-S3)

BACKGROUND INFORMATION:

The following academic employees have successfully completed four years of tenure review evaluation and have been unanimously recommended for Tenure, effective Fall 2005 by their tenure review committees. These recommendations have been reviewed and are endorsed by the administration. The tenure review process constitutes four years of systematic and detailed observation and assessment by a tenure review committee comprised of one's peers. Mentors are provided during the first year of tenure review to assist in understanding the evaluation process. Those undergoing tenure review are evaluated with regard to their classroom or counseling or librarian activities as well as other professional activities. Student assessment of classroom performance is a significant part of the evaluation process. A professional quality portfolio is produced and reviewed annually by the tenure review committee and by the administration upon completion of the four year process.

SHARED GOVERNANCE REVIEW:

Yes ____; No X; If yes, which committee: _____
Date of Review: _____
(A negative response indicates review is not necessary)

RECOMMENDATION:

RESOLVED: That the Board of Trustees hereby approves the following academic employees effective Fall 2005, subject to applicable law; will be granted tenure status:

BOARD OF TRUSTEES

RODEL E. RODIS, PRESIDENT • DR. NATALIE BERG, VICE PRESIDENT

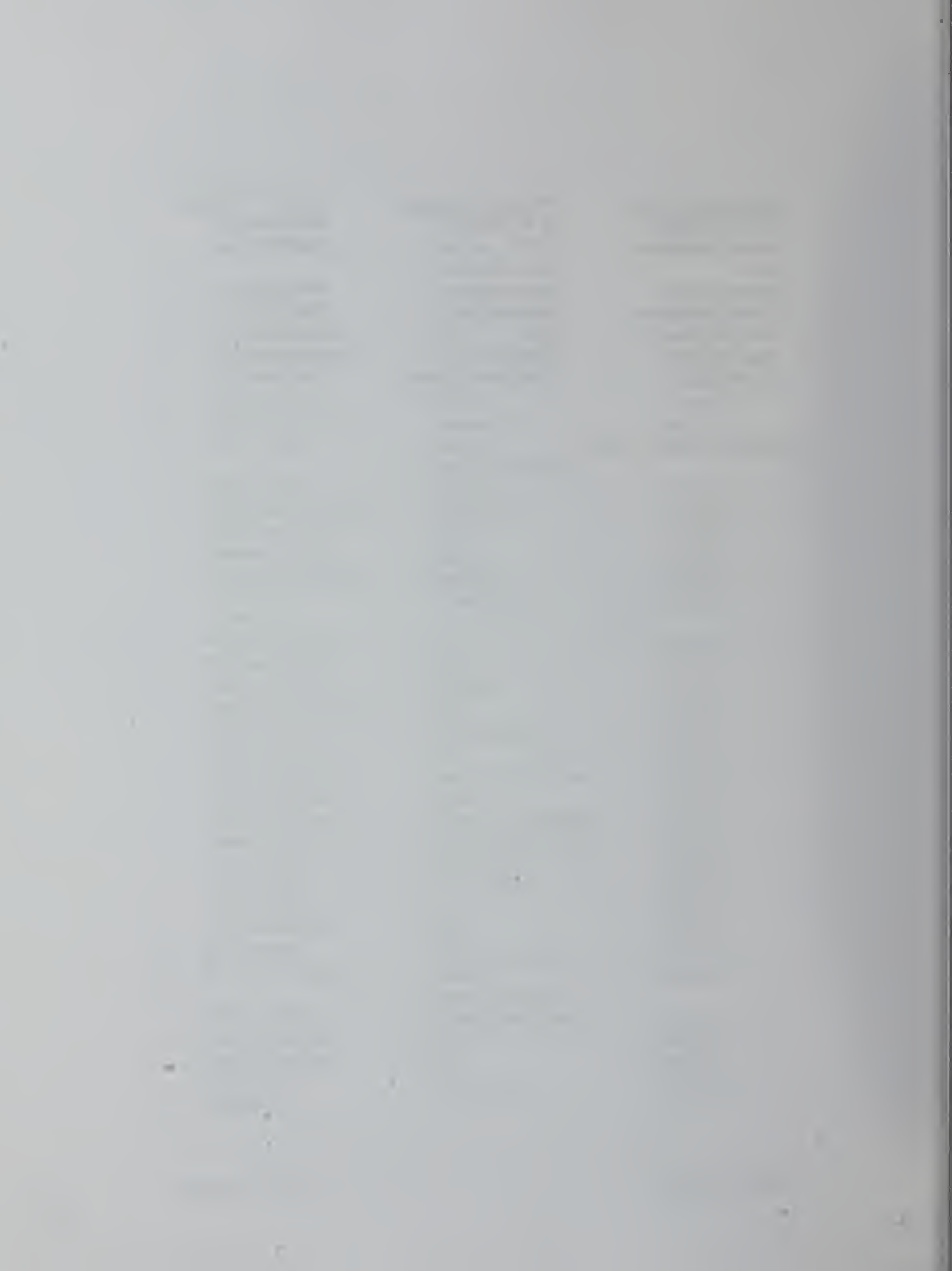
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FRANCIS J. HENNESSY, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

<u>NAME</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Juan Aninao	ESL	08/15/05
Nathan Atkinson	Graphic Communications	08/15/05
Linda Bacon	Biology	08/15/05
Tim Berthold	Health Sciences	08/15/05
Morris Bibliowicz	ESL	08/15/05
Sheryl Blumenthal	Counseling	08/15/05
Greg Boyd	CS	08/15/05
Kathryn Brown	DSPS	08/15/05
Yolanda Chrystal	Counseling	08/15/05
Amy Conger	Graphic Communications	08/15/05
Karen Cox	English	08/15/05
Andre De Cordova	Counseling	08/15/05
Kathleen Duffy	DSPS	08/15/05
Michelle Gorthy	English	08/15/05
Lawrence Jackson	Business	08/15/05
Christopher Johnson	Culinary Arts	08/15/05
Richard Kappra	ESL	08/15/05
Barbara Kastner	ESL	08/15/05
Elizabeth King	English	08/15/05
Emilie Krustapentus	ESL	08/15/05
David Landes	Social Science	08/15/05
Randall Laroche	ESL	08/15/05
Xue-Guang Lian	Foreign Languages	08/15/05
Sirous Monajami	Library	08/15/05
Arthur Nishimura	Behavioral Sciences	08/15/05
Maureen Noonan	Nursing - Registered	08/15/05
John Oakley	Culinary Arts	08/15/05
Jorge Perez	Financial Aid	08/15/05
Craig Persiko	CS	08/15/05
Dora Rodriguez	DSPS	08/15/05
Ira Rothstein	Film Production	08/15/05
Regina Rowland	Graphic Communications	08/15/05
Shaun Rowley	Learning Assistance	08/15/05
Andrea Sanelli	English	08/15/05
Lynn Schneider	ESL	08/15/05
Christopher Stellman	Culinary Arts	08/15/05

Darian Taha	CNIT	08/15/05
John Vanoncini	PE & Dance	08/15/05
Norma Villazana-Price	CDEV	08/15/05
Melinda Weil	Astronomy	08/15/05
Gloria Weinstock	Theatre Arts	08/15/05
Anne Whiteside	ESL	08/15/05
Terri Winston	BEMA	08/15/05
Sharyn Zoll	Transitional Studies	08/15/05

Originator: Brian E. Ellison





CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005 **S4**

TO: Board of Trustees

FROM: Dr. Philip Day, Jr., Chancellor

SUBJECT: SPECIAL

**Approval of new courses recommended by
the College Curriculum Committee (09/22/04
– 12/08/04).
(Resolution No. 050224-S4)**

BACKGROUND INFORMATION:

Board Policy 6.03 provides that “all associate degree credit courses, non-degree credit courses and noncredit courses are to be recommended by the College Curriculum Committee. Any courses which are properly recommended may be implemented only after the recommendation is adopted by the Board of Trustees.

The Curriculum Committee has been established in accordance with section 55002 (a) (2) of the California Code of Regulations, Title 5 Division 6 and is a part of the shared governance structure overseen by the Vice Chancellor of Academic Affairs and the Academic Senate. Membership totals 27 and includes students, faculty and administrators.

New courses presented before the committee as course outlines originate among the faculty within the various academic and vocational departments of the college. As faculty develop new curriculum, the Dean of Curriculum, Faculty Evaluation and Tenure Review and the Curriculum Committee Chair provide support and guidance through a process known as technical review.

Once a course outline has gone through technical review it is presented to the Curriculum Committee. Technical review ensures that the Curriculum Committee’s review of the course outline is focused primarily on the content, objectives and methodology of the new course and the relationship between the course and the existing curriculum within the department and the college. Once approved by the committee, the course outline is processed by the Office of Instruction and sent to the California State Chancellor’s Office for review and approval.

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

Since September 22, 2004, the College Curriculum Committee has approved 38 new courses. The following is a percentage breakdown of these courses based on the department of origin:

Department	New Courses	Percentage
Architecture	1	2.6%
Art	1	2.6%
Automotive Technology/Trade Skills	5	13.2%
Biological Sciences	2	5.3%
Computer Networking & Info Technology	5	13.2%
Computer Science	6	15.8%
Engineering and Technology	1	2.6%
English	1	2.6%
English as a Second Language	1	2.6%
Fashion	1	2.6%
Graphic Communications	1	2.6%
Health Science	2	5.3%
Interdisciplinary Studies	4	10.5%
Latin American and Latino/a Studies	1	2.6%
Library Information Technology	1	2.6%
Older Adults	1	2.6%
Physical Education and Dance	3	7.9%
Women's Studies	1	2.6%

Note: The Computer Networking & Information Technology Department, Computer Science Department, and the Interdisciplinary Studies Department expanded their curricula as a response to changing industry needs. The Automotive Technology/Trade Skills Department has created a new curricula focusing in motorcycle fabrication and maintenance.

A complete list of these courses is attached to this resolution. Board of Trustees approval is sought so that the college may offer these courses.

SHARED GOVERNANCE REVIEW:

Yes X; No ____; If yes, which committee: Curriculum Committee
Date of Review: Fall 2004

(A negative response indicates review is not necessary)

RECOMMENDATION:

RESOLVED: That the attached list of new courses approved by the College Curriculum Committee between September 22, 2004 and December 8, 2004 is hereby approved by the Board of Trustees of the San Francisco Community College District.

Brian E. Ellison, Originator

ACTIONS OF THE COLLEGE CURRICULUM COMMITTEE

FALL 2004

NEW PERMANENT COURSES

- #P04-09-22-01 Biological Sciences Department, BIO 41L "Ecology Laboratory" (1 unit)
- #P04-09-22-02 Computer Science Department, CS 261A "Unix/Linux Systems Programming" (3 units)
- #P04-09-22-03 Computer Science Department, CS 261B "Advanced Unix/Linux Systems Programming" (3 units)
- #P04-09-22-04 Latin American/Latino/a Studies and Labor Studies Department, LALS 15/LABR 15 "Latin American Workers in the Americas" (3 units)
- #P04-09-22-05 Older Adults Department, OLAD 7211 "Memory and Mental Fitness" (Noncredit)
- #P04-09-22-07 Interdisciplinary Studies Department, IDST 148 "Game Design for Multimedia" (2 units)
- #P04-09-22-08 Interdisciplinary Studies Department, IDST 151 "Independent Multimedia Projects" (2 units)
- #P04-09-22-12 Engineering and Technology Department, CAD 180 "Introduction to Technical Drawing" (1 unit)
- #P04-10-06-02 Computer Networking and Information Technology Department, CNIT 109 "Wireless Security" (3 units)
- #P04-10-06-04 Computer Networking and Information Technology Department, CNIT 121 "Computer Forensics" (3 units)
- #P04-10-06-06 Physical Education and Dance Department, PE 538A "Beginning Waltz Styles and Techniques" (1 unit)
- #P04-10-06-07 Physical Education and Dance Department, PE 538B "Intermediate Waltz Styles and Techniques" (1 unit)
- #P04-10-06-09 English as a Second Language Department, ESL 170 "ESL College Reading and Composition" (3 units)
- #P04-10-06-14 Computer Science Department, CS 267 "Unix and Linux Security" (3 units)

#P04-10-06-16 Library Information Technology Department, LI S 5W
"Web Research and Evaluation" (0 unit)

#P04-10-06-01 Interdisciplinary Studies Department, IDST 135 "Web
Design with Dreamweaver" (3 units)

#P04-10-20-01 Physical Education and Dance Department, PE 460
"Intercollegiate Judo Competition-Women" (3 units)

#P04-10-20-02 Computer Networking and Information Technology
Department, CNIT 134 "Server Side Technologies: XML and
ASP.NET" (3 units)

#P04-10-20-04 Computer Networking and Information Technology
Department, CNIT 221 "Cisco PIX Firewall and Router Security" (3
units)

#P04-10-20-05 Computer Networking and Information Technology
Department, CNIT 271 "Apache Web Server Introduction" (1 unit)

#P04-10-20-18 English Department, SPCH 6 "Workplace
Communication" (3 units)

#P04-10-20-20 Architecture Department/Art Department/Graphic
Communications Department/Interdisciplinary Studies
Department/Photography Department, DSGN 150 "Color in Design" (3
units)

#P04-10-20-21 Fashion Department, FASH 54 "Fashion Styling" (3
units)

#P04-10-20-22 Automotive/Trade Skills Department, MOTO 61
"Custom Metal Fabrication" (3 units)

#P04-10-20-23 Automotive/Trade Skills Department, MOTO 62
"Custom Design and Assembly" (3 units)

#P04-10-20-24 Automotive/Trade Skills Department, MOTO 71
"Electrical Fuel and Exhaust" (3 units)

#P04-10-20-25 Automotive/Trade Skills Department, MOTO 72
"General Service and Repair" (3 units)

#P04-10-20-26 Automotive/Trade Skills Department, MOTO 73 "Dyno
Tuning and Trouble Shooting" (3 units)

#P04-11-03-01 Computer Science Department, CS 170A "Principles
of Artificial Intelligence" (3 units)

#P04-11-03-02 Biological Sciences Department, BIO 29 "Natural
History Field Observation and Illustration" (1 unit)

#P04-12-08-11 Computer Science Department, CS 130B "Advanced PHP Programming" (3 units)

#P04-12-08-12 Computer Science Department, CS 262 "Unix/Linux Network Programming" (3 units)

NEW TOPICAL COURSES

#P04-09-22-06 Graphic Communications Department, GRPH 92A "Letterpress Printing" (2 units)

#P04-09-22-10 Interdisciplinary Studies Department, IDST 80G "Diversity and Social Justice: Transphobia" (.5 unit)

#P04-09-22-09 Women's Studies Department, WOMN 53C "Her/His/Ourstories" (3 units)

#P04-10-20-15 Art Department, ART 123Y "19th C. Realism and Courbet" (3 units)

#P04-12-08-04 Health Science Department, HLTH 90B "Harm Reduction and Health" (0.5 unit)

#P04-12-08-05 Health Science Department, HLTH 90C "Trauma and Recovery: An Introduction" (0.5 unit)



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005 **S5**

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: SPECIAL
Authorization for a Project Labor Agreement related to
the 2001 Bond Issue
(Resolution No. 050224-S5)

BACKGROUND INFORMATION:

During its October 2001 regular meeting the Board passed Resolution 011025-S3 which authorized the Chancellor to select a consultant who would evaluate the potential benefits of and make recommendations for a consolidated, coordinated labor relations program for the district's construction program, including consideration and recommendation on the use of a Project Labor Agreement. The Chancellor selected Parsons Constructors, Inc. to accomplish this task. In turn, Parsons Constructors developed a document entitled "Project Labor Agreement Feasibility Study" dated August 7, 2002. The Parsons Constructors' report recommended that the District seek labor relations stability, given the construction labor-management climate both in San Francisco and nationally, via a Project Labor Agreement, and recognized that anticipated construction needed to be completed on schedule so that classes and academic programs would not be adversely affected. During its August 2002 regular meeting, the Board of Trustees adopted Resolution No. 020827-S1 specifically directing the Chancellor to move forward with negotiations for a Project Labor Agreement. The resolution also provided specific conditions and principles for the Chancellor to follow during PLA negotiations.

These conditions and principles are repeated below verbatim:

- a. The PLA shall contain effective, time efficient dispute resolution procedures, available to all parties and their employees, covering any potential labor-management or employee-management dispute, including jurisdictional disputes among the signatory unions, which might arise under the Agreement;

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

- b. The PLA shall contain provisions including a comprehensive no-strike clause, which will prohibit any disruption, work stoppage or lockout that might arise and include a mechanism for the prompt, effective enforcement of such provisions;
- c. The PLA shall contain provisions permitting the establishment of rules, regulations, and procedures promoting a safe work place for all employees, which may include measures that are beneficial to the Project and to the District;
- d. The PLA shall prohibit employment discrimination of all types and shall not impede, but rather encourage, balanced opportunities among all groups to participate in Project work;
- e. The PLA shall include provisions that seek to ensure a steady, adequate and reliable supply of properly skilled employees to undertake work covered by the PLA;
- f. The PLA shall contain provisions which permit all qualified construction contractors to bid and be awarded work pursuant to the applicable procurement laws, and shall not require such contractors to be signatory to, or to become signatory to, any other Agreement but the Project Labor Agreement for purposes of wages, hours, and working conditions on the Project;
- g. The PLA shall, to the extent possible, standardize and harmonize working conditions on the Project to maximize the efficiency of construction and the coordination among different contractors and work forces;
- h. The PLA shall explicitly define its scope as limited to the construction work authorized by the Board for inclusion within a PLA as contained in the document entitled "City College of San Francisco Bond Projects Report: Proposed Projects for \$195 Million General Obligation Bond" dated June 6, 2001, except as otherwise provided in this Resolution and shall further limit its application to those employees traditionally engaged in the construction process and employed directly by contractors bound by the PLA;
- i. The PLA shall, as the definitive labor relations program for the Project, encourage coordination among the contractors and inter-change between labor and management in order to establish a stable, harmonious work site and permit the timely completion of the Project;
- j. The PLA shall seek to ensure fair and equitable accommodations for both union and non-union workers with regard to both health care and retirement benefits;
- k. The PLA shall seek to encourage and create opportunities for Small Local construction firms to be sub-contractors of larger contractors on District Projects.

- I. The PLA shall provide that the College will use its own Contract Compliance Officer and other governmental agencies to monitor contractors for compliance with appropriate labor laws and regulations.

In an effort to implement Resolution No. 020827-S1 , the Chancellor and the Vice Chancellor for Finance and Administration conducted more than eighteen months of face-to-face negotiations with representatives of the San Francisco building trades unions. In addition the Chancellor and the Vice Chancellor for Finance and Administration conducted numerous meetings with representatives of San Francisco's small business community. The goal of this process was to produce a PLA document that adhered to the conditions and principles contained in the board's August 2002 resolution and at the same time seek, through consultation, input from impacted parties. The result is the proposed PLA dated "January 6, 2005 "(see Appendix B).

Additionally and per the conditions and expectations of the Board approved resolution, the Committee on Facilities hosted a Special Meeting for purposes of discussing the draft negotiated agreement in public on December 6, 2004. At that meeting, a full discussion took place and it was suggested that a few areas within the PLA be looked at again for further refinement. Specifically, the matter related to **Article III, Union Recognition and Employment, Section 3(d)**, the number of core employees (of a local non-union contractor) that could be referred pursuant to Article III, Section 3(a) has been increased from four (4) to five (5).

Furthermore and pursuant to the discussion related to giving priority consideration for project work to residents of the City and County of San Francisco, Article III, Section 3(d) was modified to reflect this concern per my memo to the Board dated December 9, 2004.

Finally, the Board of Trustees specifically requested that the Chancellor ask outside counsel, Mr. Carl Uehlein, to review the "final draft" and to share his insights and observations with the District. This was viewed as particularly important on the matters related to the extent to which the draft conforms to any rational standard for PLA's and/or how it conforms with the original resolution approved by the Board of Trustees. His memo is attached to this resolution (Appendix A).

It should be noted that, since the January meeting and given the fact that we "pulled" the PLA resolution, the District administration received a request from representatives of the SLBE contractors groups to attend a

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meeting to discuss the impact of the PLA and how contractors would operate within its framework. The Chancellor discussed the matter of conducting the meeting directly with the leadership of this group. It was mutually agreed that we would actually host two meetings. The first meeting would be a general orientation and "Q & A" about the PLA particularly given the fact that some contractors had more knowledge of the PLA than others. The second meeting, actually more of a workshop, would be held in early March and only if the Board of Trustees approved the PLA. This workshop would be more focused and detailed including the review of specific procedural matters related to particular Articles with the PLA. The Chancellor has asked Carl Uehlein to work with staff to develop a more detailed draft of a "step-by-step" procedural guide that will be used to provide direction to both primary and sub-contractors. It is expected that the March workshop will focus on the details of the process with representatives from the primary trade unions, our legal counsel, and facilities planning staff present to provide information and to answer questions.

It should also be noted particularly by interested parties and members of the public that Appendix B of the PLA draft which is the listing of all the applicable Schedule A's that are referred throughout the document are not provided within each copy of the recommended PLA draft. The length and scope of those documents precludes them from being enclosed. All of the Schedule A's are available for review and on-file in the Conference Room at the Gough Street Campus at 33 Gough Street, San Francisco

RECOMMENDATION:

WHEREAS, the District retained a consultant who conducted an extensive study which concluded that a PLA should further the District's governmental interest and meet the competitive bidding laws of California; and

WHEREAS, the successful completion of construction projects is of the utmost importance to the San Francisco Community College District, the students it serves and the surrounding community; and

WHEREAS, it is recognized that on all construction projects the goal is to reduce construction costs to the San Francisco Community College District by ensuring work will be completed efficiently, cooperatively, economically, and without interruption; and

THEREFORE BE IT RESOLVED: that the Board authorizes the Chancellor or his designee(s) to enter into a Project Labor Agreement (Attachment A) with the San Francisco Building Trades Council;

AND FURTHER BE IT RESOLVED: that such PLA not be applicable to those projects as contained in Section IV, entitled "Renovation and Remodeling of Aging Facilities", which is part of the document entitled "City College of San Francisco Bond Projects Report: Proposed Projects for \$195 Million General Obligation Bond", dated June 6, 2001, which, because of their limited size, scheduling, limited employment demands for the individual projects, and differences in applicable funding sources along with the constraints they impose, do not appear to raise the concerns and needs which may require their coverage with the potential benefits of a PLA;

AND FURTHER BE IT RESOLVED: that the Chancellor and/or his designees are hereby authorized to take any and all actions and/or execute any and all documents on behalf of the District to effectuate this resolution.

Originator: Peter Goldstein

Morgan, Lewis & Bockius LLP
1111 Pennsylvania Avenue, NW
Washington, DC 20004
Tel: 202.739.3000
Fax: 202.739.3001
www.morganlewis.com

Morgan Lewis
C O U N S E L O R S A T L A W

E. Carl Uehlein, Jr.
(202) 739-5075
ecuehlein@morganlewis.com

January 5, 2005

Phillip R. Day, Jr.
Chancellor
City College of San Francisco
50 Phelan Avenue
San Francisco, CA 94112

Re: Project Labor Agreement

Dear Chancellor Day:

At your request, I have reviewed the latest draft (dated December 7, 2004 – Version 1) of the Construction Project Labor Agreement between CCSF and the San Francisco Building and Construction Trades Council. In doing so, I have taken into consideration the parameters established by the Board of Trustees in their resolution authorizing the negotiation of this Agreement, the basic concepts and purposes of Project Labor Agreements for major construction programs undertaken by public entities, and the potential difficulties involved in the negotiation of such an agreement in the specific circumstances of CCSF's construction program.

Briefly, I believe that CCSF has, under difficult practical, and philosophical negotiating circumstances, been able to develop an agreement which incorporates substantial portions of the Board's mandate and provides many of the protections and values found in public sector project labor agreements. Although the current version contains some confusing, and possibly contradictory provisions (which are noted below), important features negotiated into the Agreement include:

1. Mechanisms to assure labor peace and stability throughout the construction program through specific, detailed provisions committing the parties to no-strikes, lockouts or other disruptions of project work as a result of labor-management disputes, with procedures available to expeditiously enforce these commitments (with penalties for

violations) and to avoid their occurrences through the establishment of both regular communications among all parties (labor, management and the District as owner) and specific dispute resolution procedures involving "traditional" grievances arising under the Agreement or as the result of jurisdictional differences among the union parties.

2. The December 7 document also specifically recognizes the importance of open, broad competition among all qualified businesses interested in undertaking Project work, whether or not they traditional work under formal arrangements with labor organizations. Further, one of the major potential impediments to the willingness of Small, Local Business Enterprises (SLBEs) to undertake a Project Labor Agreement is significantly reduced through provisions permitting them to employ a substantial number of their own regular long-term ("core") employees.

3. The Agreement contains provisions allowing all project contractors access to sufficient numbers qualified, skilled workers through utilization of the union hiring calls without discrimination based on either the employers' or the employees' history of working with labor unions. Moreover, such access provides all contractors with the ability to utilize qualified apprentices in numbers which will allow both for assistance in the critical task of training new skilled construction workers for the local industry and also increase economic efficiency through the ability to employ such workers to undertake tasks for which they are qualified, at fair compensation levels reflective of their experience and training.

4. Importantly, the Agreement specifically recognizes the above-referenced need for bringing new entrants into the construction workforce, providing them with high level of training and job experience. The Agreement commits the parties to cooperatively use the resources of both the labor organizations and the District to focus on the local community in training these new entrants, particularly CCSF students and graduates. Similarly, the employment process for all craftworkers under the Agreement emphasizes the importance of utilizing District residents as the primary source of qualified labor.

5. The Agreement adopts and incorporates by reference many of the terms and conditions of employment which have been established through collective bargaining over the years between local contractors and the local Building Trades unions. These, together with the negotiated wage and benefit provisions of the local agreements, also part of the project labor agreement, make available an excellent level of compensation and benefit protection to all workers under the Agreement.

6. Finally, the Agreement recognizes the importance of fairly administering, and effectively enforcing, the wage and benefit provisions of both the Agreement and the state prevailing wage laws so that all workers are treated fairly and paid appropriately.

Phillip R. Day, Jr.
January 5, 2005
Page 3

Morgan Lewis
COUNSELORS AT LAW

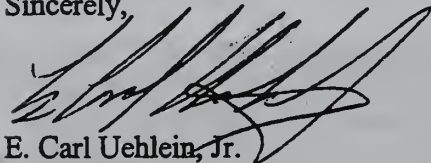
The major provisions of the Agreement, as generally described above, establish an excellent framework to guide work on the major aspects of the District's construction program. The coverage of the Agreement is broad, but does recognize that smaller construction tasks and day-to-day construction-related activities are best served outside the formal structure of a Project Labor Agreement.

Specific provisions of the Agreement, understandably, represent a compromise between the goals of the specific parties (the District, the contractors and the labor organizations) directly involved in the Project, as well as those who have a stakeholder in the Project, such as local residents and business community. The Agreement is the result of independent, non-mandatory good faith negotiations, and therefore the result, is sometimes a compromise on particular issues. However, the resulting document constitutes a unified approach to effective, efficient and fair construction practices for the District's building program.

After reviewing the above, should you have any further questions, or wish any further or more specific comments on the December 7 Agreement, I would welcome the opportunity to discuss them with you.

With best personal regards.

Sincerely,

A handwritten signature in dark ink, appearing to read "E. Carl Uehlein, Jr.", written in a cursive style.

E. Carl Uehlein, Jr.

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT/

CITY COLLEGE OF SAN FRANCISCO

CONSTRUCTION

PROJECT LABOR AGREEMENT

**Effective: January 6, 2005
(Version 1)**

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SAN FRANCISCO COMMUNITY COLLEGE DISTRICT/

CITY COLLEGE OF SAN FRANCISCO

CONSTRUCTION

PROJECT LABOR AGREEMENT

This Project Labor Agreement (hereinafter, the "Agreement") is entered into this _____ 2004 by and between The San Francisco Community College District, its successors or assigns, and the construction contractors and subcontractors of whatever tier directly executing this Agreement or the Letter of Assent (Attachment A), (hereinafter collectively, the "Contractor" or "Contractors") and The Building and Construction Trades Council of San Francisco (hereinafter "Council"), and the signatory craft unions (hereinafter, collectively the "Union" or "Unions"), with respect to the construction work within the scope of this Agreement owned by the San Francisco Community College District (hereinafter, the "District" or "City College") and financed by the funds authorized pursuant to the General Obligation Bond Proposition ("Proposition A"), passed by the voters of the District on November 6, 2001, and designated for the construction or major renovation and/or rehabilitation of certain facilities within the City College of San Francisco System.

It is understood by the parties to this Agreement that if this Agreement is acceptable to the District's Board, it will become the policy of the District that the construction work covered by this Agreement shall be contracted exclusively to Contractors who agree to be bound by the terms of this Agreement through execution of it or the Letter of Assent. The District, through its Designated Representative, on staff or under contract, shall administer this Agreement and shall monitor compliance with it by all Contractors. For purposes of this Agreement, each Contractor recognizes and appoints the District Representative as its agent, with full, independent authority to implement and administer this Agreement and, when and if appropriate or necessary, negotiate amendments to this Agreement. Together with the Union parties, the District shall be considered a "negotiating party" of this Agreement.

"Project Manager(s)" and/or "construction manager(s)" may be selected by the District on one or more campuses to oversee and/or inspect construction activity, as agents of the District. They will not be engaged in construction work, and their relationship to this Agreement, if any, will be through the District.

The Unions and all Contractors agree to abide by the terms and conditions of this Agreement, and that this Agreement, together with the Schedule A's (pursuant to Article II, Section 4), represents the complete understanding of the parties. No practice, understanding or agreement between a Contractor and a Union party which is not specifically set forth in this Agreement or the applicable Schedule A Agreements will be binding on any other party unless endorsed in writing by the District Representative.

The Unions agree that this Agreement will be made available to, and will fully apply to, any successful bidder for Project work who agrees to become bound hereto, without regard to

whether that successful bidder performs work at other sites on either a union or a non-union basis and without regard to whether employees of such bidder are or are not members of any union. This Agreement shall not apply to any work of any Contractor other than that on the District's construction work as specifically described in Article II of this Agreement (hereinafter the "Project" or "Project Work").

The use of the masculine or feminine gender or titles in this Agreement shall be construed as including both genders and not as gender limitations unless the Agreement clearly requires a different construction.

ARTICLE I

PURPOSE

The Project is intended to increase the educational opportunities and raise student achievement through the improvement of academic learning and health and safety conditions on the campuses of the District by the development of campus facilities for students, faculty and staff, including but not limited to the construction, furnishing and equipping of classrooms, laboratories, libraries and related facilities, and the development of current or to be acquired real property to relieve overcrowding of the facilities on these campuses.

It is critical to the citizens of the District, the taxpayers, the administration, faculty and students of the District and the State of California that the Project be completed in as timely and economical a manner as possible; that the Project provide employment opportunities through outreach, education, and training for students and graduates of City College of San Francisco and outreach, education and training for students, graduates and residents of City of San Francisco; and increase business opportunities for all qualified small, local businesses within the District.

It is the purpose and intent of the parties to this Agreement to make every cooperative effort to achieve the timely, safe, and economical construction of the facilities designated as the Project, to provide the opportunities envisioned by the City College of San Francisco for the residents and businesses in the City to participate in the Project, and to enforce compliance with the established prevailing wages and benefits and working conditions of the craft workers employed on the Project. The parties recognize that the facilities are to be used for the education of the people of the City of San Francisco and that it is critical that such facilities be completed within schedule for the utilization by the faculty and students; and further recognize that a substantial part of the construction of the Project will be undertaken in or near sites and facilities being utilized by City College, and that therefore understandings and procedures must be established to minimize the interference with the ongoing implementation of the educational mission of the College and to minimize the disruption or interruption of the ongoing activities of the businesses and residents in the immediate area of the Project work site(s). The parties further recognize and agree that the Project must be undertaken in a spirit of labor harmony, peace and stability, with the utilization of skilled labor under fair and safe working conditions, without disruption or disputes.

In recognition of these special needs of the Project, and to maintain a spirit of harmony, labor-management peace, and stability during the term of this Project Labor Agreement, the

parties agree to establish effective and binding methods for the settlement of all misunderstandings, disputes or grievances; and in recognition of such methods and procedures, the Unions agree not to engage in any strike, slowdowns or interruption or disruption of work and the District and the Contractors agree not to engage in any lockout; and, finally, the parties pledge that they will work together to develop, adopt, and implement processes and procedures which encourage the participation of the residents and businesses of the City on the Project.

ARTICLE II

SCOPE OF AGREEMENT

This Agreement shall apply and is limited to all construction as described in Section 1 of this Article performed by those Contractor(s) of whatever tier that have contracts awarded for such work on or after the effective date of this Agreement, with regard to the construction of the City College academic and administrative facilities, and any other construction-related activity necessary to the development of the facilities which, jointly, constitute the Project, and defined as those facilities designated by the District for construction work pursuant to the terms of the afore-referenced General Obligation Bond Proposition and listed on Attachment B, as generally described below.

Section 1. (a) The Project is generally described as and limited to:

- (i) development of the new Mission and Chinatown/North Beach campuses;
- (ii) seismic retrofitting and other improvements at the Evans Campus;
- (iii) the necessary construction work for the completion of the computer network and related technology upgrades for the College;
- (iv) construction of the Child Development Center and Student Health Services Center;
- (v) construction of a community health and wellness center;
- (vi) development of the Balboa Reservoir site and infrastructure on the site for future college expansion;
- (vii) preparation of additional land adjacent to the Ocean Avenue Campus for future college expansion;
- (viii) construction of a community performing, cultural and media art center;

including the prime contracts for such construction and all subcontracts flowing from these prime contracts, for the above work as described more specifically in parts I, II, III, V, VI, VII, VIII and X of the Summary of the Bond Proposition, dated June 6, 2001, and budgeted in excess of \$250,000,000.00.

(b) It is understood by the parties that the District may at any time and at its sole discretion determine to build segments of the Project under this Agreement which are not currently proposed, or to modify or to not build any one or more of the particular segments proposed to be covered. Should a segment of the project listed on Attachment C be withdrawn, but subsequently reauthorized for construction, it shall be built pursuant to this Agreement with mutual consent as provided for in Section I of Article XIX.

Section 2. Items specifically excluded from the scope of this Agreement include the following:

(a) Work of non-manual employees, including but not limited to: superintendents; supervisors above the level of general foreman; staff engineers; inspectors, quality control and quality assurance personnel (provided, however, that the employees of Contractors or Sub-contractors to the Contractors performing on-site testing and inspection or surveying in employment categories ordinarily represented by a signatory union, shall be covered); timekeepers; mail carriers; clerks, office workers, including messengers, guards, safety personnel, emergency medical and first aid technicians, and other professional, engineering, administrative, supervisory and management employees. Superintendents and other non-covered employees on Project work may, at their option, and with the Agreement of the involved Jointly-Trusteed Fund(s) contribute to and participate in such Fund(s).

(b) Equipment and machinery owned or controlled and operated by the District;

(c) All off-site manufacture and handling of materials, equipment or machinery not otherwise covered by Schedule A; provided, however, that lay-down or storage areas or equipment or material manufacturing (prefabrication) sites dedicated solely to the Project or Project work, and the movement of materials or goods between locations on the site, are within the scope of this Agreement;

(d) All employees of the District, District Representative, Construction Managers and Design Team (including, but not limited to, architects and engineers, or any other consultant for the District and their sub-consultants, and other employees of professional service organizations), not performing manual labor within the scope of this Agreement;

(e) Any work performed on or near or leading to or into the site of work covered by this Agreement and undertaken by state, county, city or other governmental bodies, or their contractors; or by public utilities or their contractors; and/or by the District or its contractors (for work which is not within the scope of this Agreement);

(f) Off-site maintenance of leased equipment and on-site supervision of such work;

(g) Work by employees of a manufacturer or vendor necessary to maintain such manufacturer's or vendor's warranty or guarantee, provided, however, that covered employees who shall be used for such work are operating under the direction of a manufacturer's representative and in conformity with manufacturer's specifications.

(h) All work by employees of the District or its contractors involved in general maintenance, emergency repair, and/or cleaning work, except as specifically covered by this Agreement.

(i) Laboratory work for specialty testing or inspections not ordinarily performed on the Construction site by employees represented by the Signatory Unions,

Section 3. (a) The District and/or Contractors, as appropriate, have the absolute right to award contracts or subcontracts on this Project to any Contractor notwithstanding the existence or nonexistence of any agreements between such contractor and any union party, provided only that such contractor is willing, ready and able to execute and comply with this Project Labor Agreement, should such contractor be awarded work covered by this Agreement. In making such awards of work, the District and the Contractors recognize the District's programs and goals to include small, local business enterprises as contractors or subcontractors on the Project and all parties to the Agreement should cooperate with the provisions of this Agreement and the efforts of the parties to provide such opportunities for such businesses.

(b) It is agreed that all contractors and subcontractors, of whatever tier, who have been awarded contracts for work covered by this Agreement shall be required to accept and to be bound by the terms and conditions of this Project Labor Agreement, and shall evidence their acceptance by the execution of the Agreement or of the Letter of Assent, prior to the commencement of work. A copy of the Agreement or Letter of Assent as executed by each Contractor and Subcontractor shall be provided to the Council prior to commencement of work by the Contractor or Subcontractor.

Section 4. (a) The provisions of this Agreement including the Schedule A's, which are the local Collective Bargaining Agreements of the signatory unions having jurisdiction over the work on the Project (as such may be changed from time-to-time consistent with Article XIX, Section 3) and which are incorporated herein by reference, shall apply to the work covered by this Agreement, notwithstanding the provisions of any other local, area and/or National Agreement which may conflict with or differ from the terms of this Agreement; provided, however, that such does not apply to the NTL Articles of Agreement or to the Elevator Constructors (except, in the latter case, as provided in Attachment C). Where a subject covered by the provisions of this Agreement is also covered by a Schedule A, the provisions of this Agreement shall apply. Where a subject is covered by the provisions of a Schedule A and not covered by this Agreement, the provisions of the Schedule A shall prevail.

(b) It is understood that this Agreement, together with the referenced Schedule A's, constitute an integrated, self-contained, stand-alone agreement, and that by virtue of having become bound to this Agreement, the Contractor will not be obligated to sign any other local, area or national collective bargaining agreement as a condition of performing work within the scope of this Agreement. In addition, it is understood and agreed that all grievances and disputes involving the interpretation or application of this Agreement, including the Schedule A's, shall

be resolved according to procedures set forth in Article VII of this Agreement; provided, however, that should a dispute involve a single Schedule A and a contractor signatory thereto, and not involve interpretation or application of this Project Labor Agreement, such dispute shall be processed and resolved pursuant to the grievance provisions of that Schedule A. Should there be, however, a dispute in the first instance as to whether the provisions of Article VII of this Agreement or the grievance procedures of a Schedule A apply, the dispute shall be presented initially to an arbitrator selected under Article VII for resolution as to the applicable procedures. Such referral of the dispute as to the applicable procedures should be done by written submission or conference call among the parties and the arbitrator, and heard and decided in no longer than twenty (20) days of the designation of the arbitrator. Should the arbitrator hold that Article VII applies, the parties may, by mutual agreement, submit the substantive issue to the same arbitrator pursuant to the provisions of Article VII, or, absent mutual agreement, commence processing the dispute at step 1 of that Article.

Section 5. This Agreement shall only be binding on the signatory parties hereto, and shall not apply to the parents, affiliates, subsidiaries, or other ventures of any such party.

Section 6. This Agreement shall be limited to the construction work within the scope of this Agreement including, specifically, site preparation and related demolition work, and other new construction, renovation and repair work related to new or existing facilities as described in Section 1(a), above. Nothing contained herein shall be construed to prohibit, restrict, or interfere with the performance of any other operation, work or function which may be performed or contracted by the District for its own account on its property or in and around a Project construction site.

Section 7. It is understood that the liability of the Contractor and the liability of the separate unions under this Agreement shall be several and not joint. The Unions agree that this Agreement does not have the effect of creating any joint employment status between or among the District or the District Representative and/or any Contractor.

Section 8. None of the provisions of this Agreement shall be construed to prohibit or restrict the District or its employees from performing work not covered by this Agreement on or around the construction site.

Section 9. It is understood that the District, at its sole option, may terminate, delay and/or suspend any and all portions of the covered work at any time. Further, the District may prohibit some or all work on certain days or during certain hours of the day to accommodate the ongoing operations of the District's educational facilities and/or to mitigate the effect of the ongoing Project work on the businesses and residents in the neighborhood of the Project site; and/or require such other operational or schedule changes that it may be deemed necessary, in its sole judgment, to effectively maintain its primary educational mission and to remain a good neighbor to the residents and businesses in the area of its campuses. Any operational or schedule changes shall be subject to the wage provisions in the

Schedule A's. In order to permit the Contractors and Unions to make appropriate scheduling plans, the District will provide the District Representative, the affected Contractor(s) and Union(s) with reasonable notice of any changes it requires pursuant to this Section; provided, however, that if notice is not provided in time to advise employees not to report for work, show-up pay shall be due pursuant to the provisions of Article X, Section 8, and provided, further, that such changes shall not adversely affect the level of pay or premium payments to which the employees are otherwise entitled pursuant to other provisions of this Agreement.

ARTICLE III

UNION RECOGNITION AND EMPLOYMENT

Section 1. The Contractor recognizes the Union as the sole and exclusive bargaining representative of all employees working on the Project within the scope of this Agreement.

Section 2. The Contractor shall have the right to determine the competency of all employees, the number of employees required and shall have the sole responsibility for selecting employees to be laid off, consistent with Section 8 and with Article IV, Section 3, below. The Contractor shall also have the right to reject any applicant referred by a local Union, subject to any reporting pay required by Article X, Section 8.

Section 3. (a) To the extent permitted by law, the following shall apply: for signatory unions now having a job referral system contained in a Schedule A, the Contractor agrees to comply with such system and it shall be used exclusively by such Contractor, together with the procedures set forth in (c) and (d) below, as appropriate. Such job referral system will be operated in a non-discriminatory manner and in full compliance with all federal, state, and local laws and regulations, including those which require equal employment opportunities and non-discrimination. All of the foregoing hiring procedures, including related practices affecting apprenticeship and training, will be operated so as to facilitate the ability of the Contractors to meet any and all legally applicable equal employment opportunity/affirmative action obligations.

(b) The local Unions will exert their utmost efforts to recruit and refer sufficient numbers of skilled craft workers to fulfill the labor requirements of the Contractor.

(c)(i) In recognition of City College's mission to serve the City of San Francisco and the City's support for the District, the parties agree to encourage the training and employment of construction workers from among the residents of San Francisco. As part of this program, the contractors agree to request and the signatory unions agree to make a good faith effort to refer, on a priority basis, consistent with the non-discriminatory referral procedures of the hall, qualified and available residents of the City of San Francisco for work as journeymen, apprentices and/or trainees on this Project and/or into such apprenticeship and training programs as may be operated by or with the agreement of the Unions. This priority shall apply to all

requests for referrals from a hiring hall, except that, in the case of apprentice referrals, apprentices who are, or have been students of City College or successfully completed a City College sponsored construction training courses and programs, pre-apprenticeship and Joint apprenticeship programs, shall, consistent with and based on State Law and the Department of Apprenticeship Standards, and only for State approved programs, have preference before non-City College related apprentices who are residents of San Francisco.

(c)(ii) The parties agree that they will cooperate and participate in any special programs developed by or with the City College of San Francisco to assist its students and/or residents of the City with educational and training opportunities related to work being undertaken on the Project and, further, will participate in and make every good faith effort to ensure the success of employment and/or educational or training programs and of programs developed by or with the District for the utilization of small and local business enterprises located within the City.

(c)(iii) The District will monitor the efforts of the Contractors and signatory unions to meet the goals and purposes of (c)(1) and (ii) above, and through its District Representative shall maintain the necessary records with regard to referrals, employment and contracting policies with designated groups. The local union hiring halls and contractor personnel offices and contracting officials shall cooperate with this obligation.

(d) The parties also recognize and support City College's commitment to provide opportunities for participation on the Project to local residents who are regular, experienced employees (core employees) of contractors and subcontractors awarded work on this Project and who do not traditionally work under a local collective bargaining agreement(s). In furtherance of this commitment, the parties agree that such contractors and subcontractors awarded work on the Project may employ their regular local experienced work force, pursuant to the procedures described below, where the employees so designated as a "regular, local experienced employee" meet the following qualifications:

(i) possesses any license required by state or federal law for the Project work to be performed; and

(ii) has been employed by the Contractor for at least 1000 paid work hours during the 12 months immediately preceding the Contractor's start of Project work.

In reference to the Section D (i) and (ii) above and consistent with the intent of C (i) and (ii), all parties agree to make a good faith effort to refer on a priority basis, consistent with the non-discriminatory referral procedures of the hall, qualified and available, and bona-fide residents of the City and County of San Francisco for project work.

As his first employee for Project work, the contractor may directly employ one of his qualifying regular, local experienced employees. His second employee shall be referred pursuant to 3(a) above. This alternating procedure shall continue until the Contractor has a maximum of five (5) of his regular local, experienced employees engaged in Project work. All additional employees shall be requested and referred pursuant to 3(a) above. On lay-offs, the Contractor shall reverse the alternating process.

The Contractor shall notify the appropriate Union of the name and social security number of each direct hire and each direct hire shall register with the Union's hiring hall before commencing Project work. If there is any question regarding an employee's eligibility under this Subsection (d), the District Representative, at a Union's request, shall obtain satisfactory proof of such from the Contractor.

Section 4. In the event that a Union is unable to fill any requisition for one or more employees within forty-eight (48) hours after such requisition is made by a Contractor, or within twenty-four (24) hours in the case of replacing an employee terminated under Section 2, above, or for cause, (Saturdays, Sundays, and holidays excepted), the Contractor may employ applicants meeting the qualifications sought from any other available source as per the Schedule A. Contractor shall promptly notify the Union of any applicants hired from other sources. This provision does NOT affect core employees.

Section 5. In the event that a signatory local union does not have a job referral system as set forth in Section 3(a) above, the Contractor shall give the union equal opportunity to refer applicants.

Section 6. The Union security provisions of the applicable Schedule A shall apply to each employee working within the jurisdiction of that craft under this Agreement; provided, however, that should such provision(s) require membership in the labor organization, such may be satisfied by the tendering of periodic dues and fees uniformly and non-discriminatorily required to the extent allowed by law.

Section 7. Except as provided in Article IV, Section 3, individual seniority should not be recognized or applied to employees working on the Project provided, however, that group and/or classification seniority in a Schedule A as of effective date of this Agreement shall be recognized for purposes of layoff

Section 8. The selection and number of craft foremen and/or general foremen shall be the responsibility of the Contractor. All foremen shall take orders exclusively from the designated contractor representatives. Craft foremen shall be designated as working foremen at the request of the Contractor unless pre-empted by the Schedule A.

ARTICLE IV

UNION REPRESENTATION AND STEWARDS

Section 1. Authorized representatives of the Union shall have access to the Project, provided that they do not interfere with the work of the employees and further provided that such representatives fully comply with posted visitor, security and safety rules. It is understood that because of the operational needs of the District, the limited space at certain Project sites, and issues related to health and safety of the public, the District may limit visitors to certain times or areas. Nevertheless, the District and the Contractors recognize the right of access set forth in this Section,

and such shall not be unreasonably withheld from an authorized representative of a Union.

Section 2. (a) Each signatory local union shall have the right to designate an experienced working journeyman as a steward for each shift, at each worksite location under the PLA and shall notify the Contractor in writing of the identity of the designated steward or stewards prior to the assumption of such person's duties as steward. Such designated steward or stewards shall not exercise any supervisory functions. There will be no non-working steward. Stewards will receive the regular rate of their respective crafts. Stewards shall be given reasonable time to perform their duties.

(b) In addition to his/her work as an employee, the steward shall have the right to receive, but not solicit, complaints or grievances and to discuss and assist in the adjustment of the same with the employee's appropriate supervisor. Each steward shall be concerned with the employees of the steward's own Contractor and if applicable, subcontractors, and not with the employees of any other Contractor. The Contractor will not discriminate against the steward in the proper performance of his/her union duties, including the ability to have a private conversation with the employee(s) he/she represents.

Section 3. The Contractor agrees to notify the appropriate Union twenty-four (24) hours prior to the layoff of a steward. If a steward is protected against such layoff by the provisions of the applicable Schedule A, such provisions shall be recognized to the extent that the steward possesses the necessary qualifications to perform the work remaining. In any case in which a steward is discharged or disciplined for just cause and prohibited from entering or being on the job site, the appropriate Union shall be notified immediately by the Contractor, and such discharge or discipline shall not become final (subject to any later filed grievance) until twenty-four (24) hours after such notice has been given.

Section 4. Personnel of the District will be working in close proximity to the construction activities. The union agrees that the union representatives, stewards and individual workers will not interfere with such personnel, or with personnel employed by any other employer not a party to this Agreement.

ARTICLE V

MANAGEMENT'S RIGHTS

Section 1. (a) The District, the District Representative, Construction Manager(s), and the Contractor(s) have the sole and exclusive right and authority to oversee and manage operations including construction on Project work without any limitation unless expressly so stated by a specific provision of this Agreement or unless specifically pre-empted by Schedule A. In addition, the Contractor retains the full and exclusive authority for the management of its operations, including in particular, construction of the Project. Except as expressly limited by other provisions of this Agreement, the Contractor retains the right to direct the work force, including, but not limited to, the

hiring, promotion, transfer, layoff, corrective action or discharge for just cause of its employees; the determination of the number of employees needed for work on the Project, provided, however, that the number and classification(s) of the employee(s) assigned to a particular task shall be undertaken consistent with the assignments/manning provisions of the applicable Schedule A established for the safety of the individuals and the maintenance and protection of the equipment they utilize; the selection of foremen; the assignment and schedule of work; and the requirement of overtime work, the determination of when it will be worked, and the number of employees engaged in such work.

(b) In addition to the above enumerated rights of the Contractor and to the rights of the District as enumerated in this Agreement, the District expressly reserves its management rights and all rights conferred on it by law. The District's rights include, but are not limited to:

(i) Inspect any construction site or facility to ensure that the Contractor(s) follow applicable safety and other work requirements;

(ii) Require the Contractor(s) to establish a different work week or shift schedule for particular employees as are reasonably required to meet the operational needs of the Project and particular locations in order to accommodate class schedule(s) where school may be in session during the periods of construction activity, or otherwise to mitigate adverse affects of the construction activity on the Community; provided, however, that such changes shall not adversely affect the wages or premium payments otherwise due the employee(s) pursuant to other provisions of this Agreement; and subject to Schedule A. All parties agree to work cooperatively in scheduling work for Mission Campus. Finally, sufficient time must be given to contractors to prepare for the aforementioned in this paragraph.

There shall be no limitation or restriction by a signatory Union upon a Contractor's choice of materials or design, nor, regardless of source or location, upon the full use and utilization of equipment, machinery, packaging, pre-cast, pre-fabricated, pre-finish, or pre-assembled materials, tools, or other labor saving devices, consistent with Attachments D-1 through D-4. The on-site installation or application of all items shall be performed by the craft having jurisdiction over such work as provided for in Schedule A, provided, however, it is recognized that installation of specialty items may be performed by employees employed under this Agreement with the participation of other personnel in a supervisory role, or, in limited circumstances requiring special knowledge of the particular item(s), may be performed by employees of the vendor or other companies, per understanding in previous Article II, Section 2 (g).

Section 1. The use of new technology, equipment, machinery, tools and/or labor saving devices and methods of performing work may be initiated by the Contractor from time-to-time during the Project. The Union agrees that it will not in any way restrict the implementation of such new devices or work methods. If there is any disagreement between the contractor and the Union concerning the manner or implementation of such device or method of work, the implementation shall proceed

as directed by the Contractor, and the Union shall have the right to grieve and/or arbitrate the dispute as set forth in Article VII of this Agreement.

ARTICLE VI

WORK STOPPAGES AND LOCKOUTS

Section 1. There shall be no strikes, picketing, work stoppages, slowdowns or other disruptive activity for any reason (including but not limited to disputes relating to the negotiation or renegotiation of the local collective bargaining agreements which serve as the basis for the Schedule As, economic strikes, unfair labor practices strikes, safety strikes, sympathy strikes, and jurisdictional strikes) by the Union or employees working under this Agreement against any Contractor covered under this Agreement or the Project, and there shall be no lockout by the Contractor. Failure of any Union or employee employed under this Agreement to cross any picket line established by any Union, signatory or non-signatory to this Agreement, or by any other organization or individual, where such picket line is directed at the Project or a Contractor or employer working on the Project, resulting in the failure of one or more employees employed under this Agreement to engage in Project work as directed by his Contractor or other disruption of Project Work, is a violation of this Article. The District Representative and the Union shall take all steps necessary to obtain compliance with this Article and neither shall be held liable for conduct for which it is not responsible.

Section 2 All rehabilitation as well as other work not performed under this agreement as per bond Measure shall not be subject to Section 1 above.

Section 3 (a) If a Contractor contends that any Union has violated this Article, Section 3 of Article VIII, or the provisions of Article XIX, Section 4, it will notify in writing the Secretary-Treasurer of the Council, the Senior Executive of the involved Union(s), and the District Representative. The Secretary-Treasurer and the leadership of the involved Union(s) will immediately instruct, order and use their best efforts to cause the cessation of any violation of this Article.

(b) If the Union contends that any Contractor has violated this Article, it will notify the Contractor and the District Representative setting forth the facts which the Union contends violate the Agreement, at least twenty-four (24) hours prior to invoking the procedures of Section 4. The District Representative shall promptly order the involved Contractor(s) to cease any violation of the Article.

Section 4 Any party, including the District, which the parties agree is a party to the Agreement for purposes of this Article and an intended beneficiary of this Article, or the District Representative, may institute the following procedure, in lieu of or in addition to any other action at law or equity, when a breach of Section 1, above, or Section 3 of Article VIII, or Section 4 of Article XIX is alleged:

(a) The party invoking this procedure shall notify [IMPARTIAL ARBITRATOR], selected by the negotiating parties, whom the parties agree shall be the permanent arbitrator under this procedure. In the event that the permanent arbitrator is unavailable at any time, he/she shall appoint an alternate. Notice to the arbitrator shall be by the most expeditious means available, with notices to the party(ies) alleged to be in violation and to the Council if it is a union alleged to be in violation. For purposes of this Article, written notice may be given by telegram, facsimile, hand delivery or overnight mail and will be deemed effective upon receipt.

(b) Upon receipt of said notice, the arbitrator named above or his/her alternate shall sit and hold a hearing within twenty-four (24) hours if it is contended that the violation still exists, but not sooner than twenty-four (24) hours after notice has been dispatched to the Executive Secretary and the Senior Official(s) as required by Section 3(a), above.

(c) The arbitrator shall notify the parties of the place and time chosen for this hearing. Said hearing shall be completed in one session, which, with appropriate recesses at the arbitrator's discretion, shall not exceed 24 hours unless otherwise agreed upon by all parties. A failure of any party or parties to attend said hearings shall not delay the hearing of evidence or the issuance of any award by the arbitrator.

(d) The sole issue at the hearing shall be whether or not a violation of Section 1, above, of Section 3 of Article VIII, or Section 4 of Article XIX, has in fact occurred. The arbitrator shall have no authority to consider any matter in justification, explanation or mitigation of such violation or to award damages (except as set forth in Section 6, below), which issue is reserved for court proceedings, if any. The award shall be issued in writing within three (3) hours after the close of the hearing, and may be issued without an opinion. If any party desires a written opinion, one shall be issued within fifteen (15) days, but its issuance shall not delay compliance with, or enforcement of, the award. The arbitrator may order cessation of the violation of the Article and other appropriate relief, and such award shall be served on all parties by hand or registered mail upon issuance.

(e) Such award shall be final and binding on all parties and may be enforced by any court of competent jurisdiction upon the filing of this Agreement and all other relevant documents referred to herein above in the following manner. Written notice of the filing of such enforcement proceedings shall be given to the other party. In any judicial proceeding to obtain a temporary order enforcing the arbitrator's award as issued under Section 4(d) of this Article, all parties waive the right to a hearing and agree that such proceedings may be ex parte. Such agreement does not waive any party's right to participate in a hearing for a final order of enforcement. The court's order or orders enforcing the arbitrator's award shall be served on all parties by hand or by delivery to their address as shown on this Agreement (for a Union), as shown on their business contract for work under this Agreement (for a contractor) and to the representing Union (for an employee), by certified mail by the party(ies) first alleging the violation.

(f) Any rights created by statute or law governing arbitration proceedings inconsistent with the above procedure or which interfere with compliance hereto are hereby waived by the parties to whom they accrue.

(g) The fees and expenses of the arbitrator shall be equally divided between the party or parties initiating this procedure and the respondent party or parties.

Section 5. The District Representative is a party in interest in all proceedings arising under this Article and Articles VII and VIII and shall be sent contemporaneous copies of all notifications required by these Articles, and, at its option, may participate as a full party in any proceeding initiated under these articles.

Section 6. If the arbitrator determines in accordance with Section 4(d) above that a work stoppage has occurred, the respondent Union(s) shall, within eight (8) hours of receipt of the award, direct all the employees they represent on the Project to immediately return to work. If the craft(s) involved does not return to work by the beginning of the next regularly scheduled shift following such eight (8) hour period after receipt of the arbitrator's award, and the respondent Union(s) have not complied with their obligation to immediately instruct, order, and use their best efforts to cause a cessation of the violation and return of the employees they represent to work, then the respondent Union(s) shall each pay a sum as liquidated damages to the District, and each shall pay an additional sum per shift for each shift thereafter on which the craft(s) has not returned to work. Similarly, if the arbitrator determines in accordance with Section 4(d) above that a lock-out has occurred, the respondent Contractor(s) shall, within eight (8) hours of receipt of the award, return all of the affected employees to work on the Project, or otherwise correct the violation as found by the arbitrator. If the respondent Contractor(s) do not take such action by the beginning of the next regularly scheduled shift following the eight (8) hour period, each respondent Contractor shall pay a sum as liquidated damages to the affected Union(s) (to be apportioned among the affected employees and the benefit funds to which contributions are made on their behalf, as appropriate and designated by the Arbitrator) and each shall pay an additional sum per shift for each shift thereafter in which compliance by the respondent Contractor(s) has not been completed. The Arbitrator shall retain jurisdiction to determine compliance with this Section and to establish the appropriate sum of liquidated damages, which shall not be less than one thousand dollars (\$1,000.00) nor more than fifteen thousand dollars (\$15,000), for each shift.

ARTICLE VII

GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. This Project Labor Agreement is intended to provide close cooperation between management and labor. The District Representative and the San Francisco Building and Construction Trades Council, AFL-CIO, shall each assign a representative to this Project for the purpose of assisting the local Unions, together with the Contractors, to complete the construction of the Project economically, efficiently, continuously and without interruption, delays and work stoppages.

Section 2a All disputes involving discipline and/or discharge of employees working on the project shall be resolved through the grievance and arbitration provision contained in the Master Collective Bargaining Agreement for the craft of the affected employee. No employee working on the Projects shall be disciplined or dismissed without just cause.

Section 2b. Employees may be disciplined or discharged only for just cause.

Grievances involving discharge or discipline of employees may be resolved through the grievance and arbitration procedures of the applicable Schedule A if the collective bargaining parties agree to use that procedure in lieu of the grievance procedure contained in this Agreement.

Section 3a. All project labor disputes solely involving the application or interpretation of a master collective bargaining agreement ("Schedule A") to which a signatory Contractor\Employer and a signatory Union are parties shall be resolved pursuant to the resolution procedures of the master collective bargaining agreement. All disputes relating to the interpretation or application of this Project Labor Agreement shall be subject to resolution through the grievance and arbitration procedure set forth herein.

Section 3b. The parties understand and agree that in the event any dispute arises out of the meaning, interpretation or application of the provisions of this Project Labor Agreement, the same shall be settled by means of the procedures set out herein. No grievance shall be recognized unless the grieving party (Local Union or District Council on its own behalf, or on behalf of an employee whom it represents, or a contractor on its own behalf) provides notice in writing to the signatory party with whom it has a dispute within five (5) days after becoming aware of the dispute but in no event more than thirty (30) days after it reasonably should have become aware of the event giving rise to the dispute. The time limits in Section 3 may be extended by mutual agreement (oral or written) of the parties.

Section 4. Grievances arising out of Section 3a and 3b above shall be settled

according to the following procedures:

Step 1: Within five (5) business days after the receipt of the written notice of the grievance, the Business Representative of the involved Local Union or District Council, or his/her designee, and the representative of the involved contractor/employer shall confer and attempt to resolve the grievance. In the event that the representatives are unable to resolve the dispute within the five (5) business days after its referral to Step 1, either involved party may refer the dispute to Step 2.

Step 2: In the event that the representatives are unable to resolve the dispute within the five (5) business days after its referral to Step 1, either involved party may submit it within three (3) business days to the Joint Administrative Committee (which would be composed of 3 representatives from the SFBCTC; 2 representatives from the College District; and one representative of the Contractor), which shall meet within five (5) business days after each referral (or such longer time as is mutually agreed upon by all representatives on the Joint Administrative Committee), to confer in an attempt to resolve the grievance. If the dispute is not resolved within such time (five (5) business days after its referral or such longer time as mutually agreed upon) it may be referred within five (5) business days by either party to Step 3.

Step 3: Within five (5) business days after referral of a dispute to Step 2, the parties shall choose a mutually agreed upon arbitrator for final and binding arbitration. The arbitrator shall be selected by the alternate striking method from a list of seven (7)

Northern California labor arbitrators obtained from the American Arbitration Association.

The decision of the Arbitrator shall be binding on all parties. The Arbitrator shall have no authority to change, amend, add to or detract from any of the provisions of the Agreement. The expense of the Arbitrator shall be borne equally by both parties.

The Arbitrator shall arrange for a hearing on the earliest available date from the date of his/her selection. A decision shall be given to the parties within five (5) calendar days after completion of the hearing unless such time is extended by mutual agreement. A written opinion may be requested by a party from the presiding Arbitrator.

The time limits specified in any step of the Grievance Procedure set forth in Section 4 may be extended by mutual agreement of the parties initiated by the written request of one party to the other, at the appropriate step of the Grievance Procedure. However, failure to process a grievance, or failure to respond in writing within the time limits provided above, without a request for an extension of time, shall be deemed a waiver of such grievance without prejudice, or without precedent to the processing of and/or resolution of like or similar grievances or disputes.

In order to encourage the resolution of disputes and grievances at Step 1 of this Grievance Procedure, the parties agree that such settlements shall not be precedent setting.

ARTICLE VIII

WORK ASSIGNMENTS AND JURISDICTIONAL DISPUTES

Section 1. The assignment of work will be solely the responsibility of the Contractor performing the work involved; and such work assignments will be in accordance with the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry (the "Plan") or any successor Plan.

Section 2. All jurisdictional disputes between or among Building and Construction Trades Unions, parties to this Agreement, shall be settled and adjusted according to the present Plan established by the Building and Construction Trades Department or any other plan or method of procedure that may be adopted in the future by the

Building and Construction Trades Department. Decisions rendered shall be final, binding and conclusive on the Contractors and Unions, parties to this Agreement.

Section 3. All jurisdictional disputes shall be resolved without the occurrence of any strike, work stoppage, or slowdown of any nature, and the Contractor's assignment shall be adhered to until the dispute is resolved. Individuals violating this section shall be subject to immediate discharge.

Section 4. As provided in Article XVI, each Contractor will conduct a pre-job conference with the appropriate affected Union(s) prior to commencing work at all tiers, at which conference all jurisdictional assignments will be announced. The Council and the District Representative shall be advised in advance of all such conferences and may participate if they wish.

ARTICLE IX

WAGES AND BENEFITS

Section 1. (a) All employees covered by this Agreement shall be classified in accordance with work performed and paid the hourly wage rates for those classifications pursuant to the applicable Schedule A.

(b) Should there be an issue or dispute as to whether the provisions of the Prevailing Wage Law and/or regulations applicable to this Project are being followed by a Contractor, the District, through a Certified Labor Compliance Program, shall promptly have such matter investigated and resolved pursuant to the provisions of the Program and the prevailing wage laws and regulations.

Section 2. (a) Contractor shall pay contributions to the established employee benefits funds in the amounts designated in the appropriate Schedule A on behalf of all covered employees and make all employee-authorized deductions in the amounts designated in the appropriate Schedule A; provided, however, that the Contractor and the Union agree that only such bona fide employee benefits as accrue to the direct benefit of the employees (such as pension and annuity, health and welfare, vacation, apprenticeship, training funds, etc.) shall be included in this requirement and required to be paid by the Contractor on this Project. Bona fide jointly-trusteed benefit plans or authorized employee deduction programs established or negotiated under the applicable Schedule A or by the parties to this Agreement during the life of this Agreement may be added, subject to the limitations upon such negotiated changes contained in Article XIX, Section 3 of this Agreement. This provision, however, does not prohibit contractors signatory to the local collective bargaining agreements of the signatory unions from making contributions to other funds as set forth in those local agreements.

(b) The Contractor adopts and agrees to be bound by the written terms of the applicable, legally established, trust agreement(s) specifying the detailed basis on which payments are to be made into, and benefits paid out of, such Trust Funds for his employees. The

Contractor authorizes the parties to such Trust Funds to appoint Trustees and successor Trustees to administer the Trust Funds and hereby ratifies and accepts the Trustees so appointed as if made by the Contractor.

(c) At all times while working under this Agreement, the Contractor is obligated to make compensation and benefit payments to or on behalf of the employee in a total amount no less than required by the applicable prevailing wage.

(d) Each Contractor and subcontractor shall be required to certify in writing that it has paid all wage and benefit contributions due and owing prior to receipt of its final payment and/or retention. Further, upon timely notification by a Union to the District Representative, the District Representative shall work with the prime Contractor or subcontractor who is delinquent in payments of benefit contributions or wages to assure that proper wage and benefit payments are made, to the extent of withholding otherwise due payments owed such Contractor or Sub-Contractor until such payments have been made or otherwise guaranteed.

Section 3. All employees covered by this Agreement shall be paid no later than the end of their work shift each Friday, and shall be paid by check. No more than three (3) days' wages may be withheld in any pay period. Any employee who is discharged or laid off shall be entitled to receive all accrued wages immediately upon discharge or layoff.

Section 4. Wage premiums, including but not limited to pay based on height of work, hazard pay, scaffold pay, and special skill shall not be applicable to work under this Agreement, except to the extent provided for in any applicable prevailing wage determination and/or pre-empted by Schedule A.

ARTICLE X

HOURS OF WORK, OVERTIME, SHIFTS AND HOLIDAY

Except for areas where Schedule A addresses the following subjects, the following provisions shall apply:

Section 1. Work Day and Work Week. Eight (8) hours per day between the hours of 6:00 A.M. and 6:00 P.M., plus one-half (1/2) hour unpaid lunch, approximately mid-way through the shift, shall constitute the standard work day. Forty (40) hours per week shall constitute a regular week's work. The normal work week will start on Monday and conclude on Friday; with the pay week starting on Monday and concluding on Sunday. The foregoing provisions of this Article are applicable unless otherwise provided in the applicable prevailing wage determination, or unless changes are permitted by law and such are agreed upon by the parties. Nothing herein shall be construed as guaranteeing any employee eight (8) hours per day or forty (40) hours per week, or a Monday through Friday work schedule.

Section 2. Starting Times. Employees shall be at their place of work at the starting time and shall remain at their place of work (as designated by the Contractor)

performing their assigned functions until quitting time as per the existing practices of individual crafts. Sufficient time shall be allowed for clean-up pursuant to the applicable Schedule A or craft practice. The parties reaffirm their policy of a fair day's work for a fair day's wage. There shall be no pay for time not worked unless the employee is otherwise engaged at the direction of the Contractor.

Section 3. Overtime. Overtime shall be paid in accordance with the requirements of the applicable Prevailing Wage Determination and/or the applicable Schedule A Agreements. There will be no restriction on the Contractor's scheduling of overtime or the non-discriminatory designation of employees who will work. There shall be no pyramiding of overtime pay (payment of more than one form of overtime compensation for the same hour) under any circumstances.

Section 4. (a) Shifts. Shift work may be performed at the option of the Contractor(s) in a manner consistent with the Schedule A(s).

(b) Because of operational necessities, the second and/or third shifts may, at the District's direction, be scheduled without the preceding shift(s) having been worked, provided, however, that such changes shall not adversely affect the wages or premium payments otherwise due the employees pursuant to other provisions of this Agreement. It is recognized that the District's operations and/or mitigation obligations may require restructuring of normal work schedules. Except in an emergency or as specified in the District's bid specifications, Contractor shall give the affected union(s) at least three (3) days notice of schedule changes.

Section 5. Holidays. Holidays for such craft shall be those recognized in the applicable Schedule A.

Section 6. (a) Reporting Pay. Reporting pay for each craft shall be that contained in the applicable Schedule A. Whenever reporting pay is provided for employees, they will be required to remain at the Project site available for work for such time as they receive pay, unless released earlier by the principal supervisor of the Contractor(s) or his designated representative. Each employee shall furnish his/her Contractor with his/her current address and telephone number, and shall promptly report any changes in each to the Contractor.

(b) When an employee leaves the job or work location of his own volition or is discharged for cause or is not working as a result of the Contractor's invocation of Article XII, Section 3, the employee shall be paid only for the actual time worked.

Section 7. Call Out Pay. When an employee has completed his scheduled shift and is "called out" to perform special work of a casual, incidental or irregular nature, he shall receive pay at the appropriate overtime rate for actual hours worked with a minimum guarantee of the wage equivalent of four (4) hours' pay at the employee's straight time rate. This does not apply to time worked as an extension (before or after) of the employee's normal shift.

(b) Rest Period. The Contractors shall allow the employees to take appropriate rest periods at their work location in a manner consistent with any applicable law and/or regulation.

ARTICLE XI

APPRENTICES

Section 1. (a) The parties recognize the need to maintain continuing support of programs designed to develop adequate numbers of competent workers in the construction industry, and the obligation to capitalize on the availability of the local workforce within the community served by the City College of San Francisco and to recruit and encourage the participation of City College students and graduates and residents of the City of San Francisco in the construction industry. To these ends, the parties will support the construction training courses, programs, pre-apprenticeship and joint apprenticeship programs in which they participate and which are certified by the State of California, and will facilitate and encourage CCSF students and graduates and residents of the City of San Francisco to commence and progress in such apprenticeship programs.

(b) Each contractor or subcontractor performing work covered by this Agreement shall employ on its regular workforce at least one (1) employee or eligible CCSF Trainee who is enrolled and participating in an approved construction training course, program, pre-apprenticeship and/or Joint Apprenticeship Program serving the local residence area as soon as such contractor or subcontractor has the minimum number of employees as is established by the Department of Apprenticeship standard regulations for the participation of apprentices. Such Apprenticeship Program must have been approved by the State of California, Division of Apprenticeships Standards and shall have graduated ten (10) apprentices annually for at least the past five (5) years. This requirement applies to any craft for which the state of California, Division of Apprenticeship Standards, has approved an Apprenticeship Program. A properly indentured apprentice must be employed under the regulations of the craft or trade at which the work he or she is indentured and shall be employed only for work of the craft or trade in which he or she is registered. The referenced graduation requirement is applicable to any craft or trade not recognized by the State of California, Division of Apprenticeships Standards, as an apprenticeable occupation for more than nine (9) years prior to the effective date of this Agreement. If an apprentice is not available for referral to a Contractor when such Contractor's required to employ an apprentice pursuant to this subsection, the Contractor shall maintain an open request for such referral as long as its obligations to employ the apprentice exists. The requirement of this subsection does not relieve the Contractor and signatory Unions of the obligations contained in the remainder of this article.

Section 2. The Unions agree to cooperate with the Contractor in furnishing apprentices as requested up to the maximum percentage permitted by the Schedule A or applicable joint apprenticeship committee. The apprentice ratio for each craft shall be in compliance, at a minimum, with the applicable provision(s) of the Labor Code relating to utilization of apprentices. To encourage the training and utilization of apprentices, the District shall encourage all contractors to employ apprentices when work is available for which they are qualified.

Section 3. In recognition of City College's desire to have District-trained students employed on its Project, a subcommittee of the Labor Management Committee established pursuant to Article XVII shall be established, jointly chaired by a designee of the District Representative and a designee of the Council, to work with representatives of each signatory craft's apprenticeship committee and of City College to establish appropriate criteria and procedures for recognition by the joint apprenticeship committees of the educational and work experience possessed by students and/or graduates of City College towards qualifying for advanced levels in the apprenticeship programs under the direction of such joint apprenticeship committees. Further, the sub-committee shall work to expand construction training courses, programs, pre-apprenticeship, and Joint Apprenticeship programs for CCSF-related individuals and for residents of San Francisco, and to develop procedures providing preference for graduates of such programs into the Joint Apprenticeship programs of the signatory Unions.

The signatory unions recognize the importance to the District of providing City College students and graduates for the opportunity to participate both in the Signatory Unions' Apprenticeship Programs and work on the Project under this Agreement, and will cooperate fully and encouraging the establishment of such recognition by the Joint Apprenticeship Committees in which they participate. The subcommittee shall meet as necessary, at the call the joint chairs, to expeditiously facilitate the goals detailed above as soon as this Agreement becomes effective.

Section 4. The District Representative shall prepare quarterly reports on apprentice utilization and the training and employment of City College's students and graduates, and local residents for the District. The sub-committee may review such reports and make any recommendation for improvement, if necessary, including increasing the availability of skilled Trades, and the employment of local residents, at-risk or disadvantaged individuals or other individuals who should be assisted with appropriate training for qualification for apprenticeship programs.

ARTICLE XII

SECURITY, SAFETY, PROTECTION OF PERSON AND PROPERTY

Section 1. (a) In accordance with the requirements of the Occupational Safety and Health Act, it shall be the exclusive responsibility of each Contractor on the job site to ensure safe working conditions for its employees and their compliance with any safety rules contained herein or established by the District, its representatives, and/or the Contractor. It is understood that the employees have an individual obligation to use diligent care to perform their work in a safe manner and to protect themselves and the property of the Contractor and the District.

(b) Employees shall be bound by the reasonable safety, security and visitor rules established by the Contractor, the District, and/or its representatives. These rules will be published and posted in conspicuous places throughout the work site. An employee's failure to satisfy his obligations under this Section will subject him to corrective action.

(c) The parties to this Agreement shall, through the Committee(s) establish to pursuant Article XVII, review, suggest and advise with regard to the Safety and Health programs implemented on this project.

(d) Substance abuse testing procedures contained in the Schedule A's shall be applicable to work on the Project, pursuant to their terms.

Section 2. The inspection of incoming shipments of equipment, machinery and construction materials of every kind shall be performed by an appropriate Inspector of Record, if required pursuant to California law, or otherwise at the discretion of the Contractor by individuals of its choice.

Section 3. A Contractor may suspend all or a portion of the job to protect the life and safety of an employee. In such cases, employees will be compensated only for the actual time worked; provided, however, that where the contractor requests employees to remain at the site and available for work, the employees will be compensated for the standby time at their basic hourly rate of pay.

Section 4. The Contractor shall provide adequate supplies of drinking water and sanitary facilities for all employees.

Section 5. Should the District institute an Owner Controlled Insurance Program (OCIP), and further, as part of that Program, request that medical care delivery and/or ADR programs be instituted under this Agreement pursuant to Section 3201.5 of the Labor Code, the representatives of the Council will meet with the District Representative and negotiate in good faith the appropriate concepts for such provisions and develop for approval by all parties the details of such program for implementation on the project.

ARTICLE XIII

NON-DISCRIMINATION

Section 1. The Contractor and Union agree that they will not discriminate against any employee or applicant for employment because of race, color, ethnic group identification, national origin, ancestry, religion, gender, age, marital status, disability or AIDS/HIV status, medical conditions, sexual orientation, gender identify, domestic partner status or status as a Vietnam-era veteran, and shall provide equal employment opportunity for all persons in all job categories of employment based only upon job-related bona fide occupational qualifications. The Unions shall cooperate with the Contractors' obligations to insure that applicants are employed, and that employees are treated during employment, without regard to such status. Relevant employment actions shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Any complaints

regarding the application of this provision shall be brought to the immediate attention of the involved Contractor for consideration and resolution.

Section 2. It is recognized that Federal, state or city governments or the District may have certain policies and commitments for the utilization of small, local business enterprises. Further, it is recognized that the District is reviewing and revising its established SLBE program to encourage participation in Project Work by those organizations in the Program, and that new commitments, not inconsistent with this Agreement, may be formulated and implemented by the District in its SLBE Program and/or as part of its implementation of AB1084. The parties shall jointly endeavor to ensure that these commitments are fully met and that any provisions of this Agreement which may appear to interfere with the utilization of such business enterprises which are qualified for work on the Project shall be carefully reviewed and adjustments made as may be appropriate and agreed upon among the parties to ensure full compliance with the spirit and the letter of the governments' or the District's policies and commitments.

ARTICLE XIV

TRAVEL AND SUBSISTENCE

Section 1. Travel expenses, travel time, subsistence allowance and/or zone rates shall be applicable to work under this Agreement as per Schedule A.

Section 2. Because there may be limited available parking space within the immediate vicinity of Project work sites, the District may require, through its representatives, that parking be restricted to (or prohibited in) certain designated areas during some or all of a work day. Parking reimbursement procedures established under applicable Schedule A's shall apply to this Project. The availability of parking will be discussed by the District Representative at both the pre-bid and pre-job conferences.

ARTICLE XV

WORKING CONDITIONS

Section 1. The District and/or its representatives shall establish such reasonable Project rules as are deemed appropriate and not inconsistent with this Agreement. These rules will be explained at the pre-job conference and posted at Project sites by the Contractor and may be amended thereafter as necessary. Failure to observe these rules and regulations by any employee may be grounds for corrective action, including discharge.

Section 2. Unless expressly permitted otherwise by the District or its representative, all employees working for Contractors signatory to this Agreement are prohibited from utilization of the public areas of District facilities, including without limitation, sanitary facilities, eating facilities and non-public parking areas.

ARTICLE XVI

PRE-JOB CONFERENCES

Consistent with Article VIII, Section 4, all work assignments shall be disclosed by the General Contractor and Sub-Contractors at a pre-job conference prior to signing of contract. The Contractor shall notify the District Representative at least two weeks before starting work under this Agreement, and the District Representative shall coordinate the scheduling of the pre-job conference with the Council, the Contractor(s) and the affected Union(s). Prime contractors are responsible either to provide the appropriate information to the affected Union(s) with regard to the assignments of work to be made by their subcontractors, and that such subcontractors directly provide such information within 48 hours or two working days, whichever comes first. The employing contractor (or subcontractor), however, will remain responsible for making the appropriate assignment(s) as required by this Agreement. Should there be any formal jurisdictional dispute raised under Article VIII, the District Representative shall be notified promptly. At the pre-job, the District Representative will review the District's employment and contracting programs and goals with the participants. Parking availability will also be reviewed with the Contractor and Unions at the pre-job conference.

ARTICLE XVII

LABOR/MANAGEMENT COOPERATION

Section 1. The parties to this Agreement will form a joint committee consisting of representatives selected by the Council and the District Representative, to be chaired jointly by a representative of each. The purpose of the Committee shall be to promote harmonious and stable labor-management relations on this Project, to insure effective and constructive communication between labor and management parties and to advance the proficiency of individuals working in the industry.

Section 2. The Committee shall meet on a schedule determined by the Committee or at the call of the joint chairs to discuss the administration of the Agreement, the progress of the Project, labor/management problems that may arise, and any other matters consistent with this Agreement. Substantive grievances or disputes arising under Articles VI, VII and/or VIII, or the Schedule A(s) shall not be reviewed or discussed by this Committee, but shall be processed pursuant to the provisions of the appropriate Article.

The District Representative shall be responsible for the scheduling of the meetings, the preparation of the agenda topics for the meetings with input from the Unions, the Contractors and the District. Notice of the date, time and place of the meeting shall be given to the Committee members at least three (3) days prior to the meeting. The District shall be notified of the meetings and invited to send a representative(s) to participate.

Section 3. The Committee may form sub-committees to consider and advise the full Committee with regard to safety and health issues affecting the Project, and similar

issues affecting the overall Project, including any workers compensation program initiated under this Agreement.

ARTICLE XVIII

SAVINGS AND SEPARABILITY

Section 1. All parties recognize that this Agreement and all employment pursuant to it is subject to all applicable federal and state laws and regulation, and nothing herein is intended to relieve any party or individual of their obligations under such laws and regulations. Further, it is not the intention of either the Contractor or Union parties to violate any laws governing the subject matter of this Agreement.

Section 2. The parties hereto agree that in the event any provisions of the Agreements are finally held or determined to be illegal or void as being in contravention of any applicable law, the remainder of the Agreement shall remain in full force and effect unless the part or parts so found to be void are wholly inseparable from the remaining portions of this Agreement. Further, the Contractor and Union agree that if and when any provisions of this Agreement are finally held or determined to be illegal or void by the court of competent jurisdiction, the parties will promptly enter into negotiations concerning the substance affected by such decision for the purpose of achieving conformity with the requirements or any applicable law and the intent of the parties hereto.

Section 3. The parties recognize the right of the District to withdraw, at its absolute discretion, the utilization of this Agreement as part of any bid specification should a court of competent jurisdiction issue any order, or any applicable statute be invoked which contains any self-applying provision, either of which could result, temporarily or permanently, in delay of the bidding, awarding, and/or construction work on the Project. Notwithstanding such an action by the City, or such court order or statutory provision, the Parties agree that the Agreement shall remain in full force and effect on the Project, to the maximum extent legally possible.

Section 4. The occurrence of events covered by Section 1 and/or Section 2 above shall not be construed to waive the prohibitions of Article VI as they apply to ongoing Project work covered by this Agreement, unless such occurrence nullifies the intent of the parties in entering into this Agreement. Any dispute regarding the application of this Section shall be resolved pursuant to the provisions of Article VII, prior to any work disruption.

ARTICLE XIX

DURATION OF THE AGREEMENT

Section 1. Duration. This Project Labor Agreement shall be effective on _____, and shall continue in full force and effect until all work under Article II of the Agreement has been completed. This Agreement may be

extended by mutual consent of the District and the Unions for any further construction program initiated pursuant to the receipt of revenues under Proposition A as well as all future Local Bond Measures passed for the purposes of performing construction relevant to the types of craftwork performed by the affiliates of the San Francisco Building and Construction Trades Council.

Section 2. (a) Turnover. Construction of any phase, portion, section or segment of the Project shall be deemed complete when such phase, portion, section or segments has been turned over to the District by the Contractor and the District has accepted such phase, portion, section or segment. As areas and systems of the Project are inspected and construction tested and/or approved by the District's representatives and accepted by the District or third parties with the approval of the District, the Agreement shall have no further force or effect on such items or areas, except when the Contractor is directed by the District or its representatives to engage in repairs or modifications required by its contract(s) with the District or the District Representative.

(b) **Notice.** Notice of each final acceptance received by the Contractor will be provided to the San Francisco Building Trades Council with a description of what portion, segment, etc. has been accepted. Final acceptance may be subject to a "punch" list, and in such case, the Agreement will continue to apply to each such item on the list until it is completed to the satisfaction of the District and Notice of Acceptance is given by the District or its representative to the Contractor. At the request of the Union, complete information describing any "punch" list work, as well as any additional work required of a Contractor at the direction of the District pursuant to Section 2(a) above, involving otherwise turned-over or completed facilities which have been accepted by the District, will be available from the District Representative.

(c) **Termination.** Final termination of all obligations, rights and liabilities and disagreements shall occur upon receipt by the Union of a notice from the District Representative or District saying that no work remains within the scope of this Agreement.

Section 3. Schedule A's incorporated as part of this Project Agreement shall continue in full force and effect until the contractor and/or union parties to the Collective Bargaining Agreement which are the basis for such Schedule A's notify the District Representative of mutually agreed upon changes in such Agreements and their effective date(s).

The parties agree to recognize and implement such changes on their effective dates, provided, however, that any provisions negotiated in said collective bargaining agreements will not apply to work covered by this Agreement if such provisions are less favorable to the contractor under the Agreement than those uniformly required of contractors for construction work normally covered by those Agreements; nor shall any provision be recognized or applied if it may be construed to apply exclusively or predominantly to work covered by this Agreement. Any disagreement between the parties over the incorporation into a Schedule A of any such provision agreed upon in the negotiation of the local collective bargaining agreement which serves as the basis for the Schedule A shall be resolved under the procedures established in Article VII.

Section 4. The Union agrees that there will be no strikes, work stoppages, sympathy strikes, picketing, slowdowns, or any other disruptive activity affecting the Project by any union involved in the negotiation of such local collective bargaining agreements and the resulting Schedule As, nor shall there be any lock-out on this Project affecting the Union during the course of such negotiations.

In witness whereof, the parties have caused this Agreement to be executed and effective as of the day and year first above written:

For the San Francisco Community College
District:

For the Unions:

Title:

San Francisco Building and Construction
Trades Council

For the Affiliated District Councils and/or
Locals:

By: _____
By: _____
By: _____
By: _____
By: _____
By: _____
By: _____
By: _____
By: _____
By: _____
By: _____

_____	By: _____
_____	By: _____
_____	By: _____
_____	By: _____
_____	By: _____
_____	By: _____

Attachment A

Letter of Assent

To be signed by all Contractors awarded work covered by the Project Labor Agreement prior to commencement of work.

[Contractor Letterhead]

City College of San Francisco

San Francisco, CA

Attn:

Re: San Francisco Community College District/City College of San Francisco Construction
Project Labor Agreement-Letter of Assent

Dear Sir:

This is to confirm that [Name of Company] agrees to be party to and bound by The City College of San Francisco Project Labor Agreement effective [], 2004, as such Agreement may from time-to-time be amended by the negotiating parties or interpreted pursuant to its terms. Such obligation to be a party and bound by this Agreement shall extend all work covered by the Agreement undertaken by the Company on the Project pursuant to [Contract No. or identifying description], and this Company shall require all of its subcontractors of whatever tier to be similarly bound for all work within the scope of the Agreement by signing an identical Letter of Assent.

The Contractor specifically agrees and understands its obligation to pay no less than the prevailing wage required by California law and to meet its benefit obligations in a manner consistent with Article XI, Section 2. Specifically, by executing this Letter of Assent, the undersigned parties subscribes to, adopts and agrees to be bound by the written terms of the legally established trust agreement specifying the detail basis upon which contributions are to be made into, and benefits made out of, such trust funds and ratifies and accepts the trustees appointed by the parties to such trust funds.

Sincerely,

[Name of Construction Company]
California State License No.:

By: []

Name and Title of Authorized Executive

cc: City College of San Francisco

[Copies of this Letter will be available for inspection or copying on request of the Union].

Attachment B

Elevators Constructors Letter



PROPOSED LIST OF PROJECTS FUNDED BY
CITY COLLEGE'S 2001 GENERAL OBLIGATION BOND
TO BE COVERED UNDER
A PROJECT LABOR AGREEMENT

OCTOBER 4, 2002

CITY COLLEGE OF SAN FRANCISCO

1. SUMMARY OF PROJECTS FUNDED BY 2001 BONDS TO BE COVERED BY PROJECT LABOR AGREEMENT

I	Funds for New Mission and New Chinatown / North Beach Campuses (includes state matching funds)	\$136,171,876
II	Acquisition of Evans Campus and Seismic Retrofitting	\$9,252,656
III	Completion of Computer Network and Electrical Upgrades	\$16,043,145
V	Joint Use Academic Facility for Child Development, Healthcare Studies and Teacher Training*	\$10,000,000
VI	Community Health and Wellness Center	\$25,000,000
VII	Balboa Reservoir - Infrastructure for Future College Use	\$13,000,000
VIII	Acquisition and Improvements for Parcel Adjacent to Phelan Campus	\$5,532,323
IX	Community Performing, Cultural and Media Arts Center	<u>\$25,000,000</u>
	TOTAL AMOUNT	\$240,000,000

I. Matching funds for New Mission and New Chinatown / North Beach Campuses



Design images provided by KKA/SMWM Architects

Project Description:

City College currently leases from the San Francisco Unified School District the facilities that house the Mission Campus located at 106 Bartlett Street, and the Chinatown/North Beach Campus located at 940 Filbert Street. While the School District has offered short-term extensions of these leases, the long-term availability of these facilities, both of which have high student enrollment, remains in doubt. In addition, these buildings were never constructed for College level activities.

Funding from the College's 1997 Bond issue has been used to acquire permanent sites for the Mission and Chinatown/North Beach campuses. City College now proposes to build state-of-the-art campuses to provide these communities with educational and training opportunities to meet their needs. City College has already secured state funding for the design of the Mission Campus and expects to receive similar funding for the Chinatown/North Beach Campus in the near future. Unfortunately State funding for the construction of these campuses will only cover a portion of the estimated cost.

The State will provide approximately \$32 million of the \$62 million needed to construct the Mission Campus. The State will provide approximately \$30 million of the \$75 million needed to construct the Chinatown/North Beach Campus. This shortfall is primarily attributable to the failure of state funding formulae to incorporate the higher cost of building in San Francisco. This proposed bond issue would provide City College with the matching funds it needs to build permanent campuses for neighborhoods that continue to demonstrate high demand for our classes. These campuses, when completed, will make direct and ongoing contributions to the educational, economic and cultural development of San Francisco for many years to come.

I. Matching funds for New Mission and New Chinatown / North Beach Campuses

Proposed Project Schedule:

	2001												2002												2003												2004												2005											
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D												
A&E Services																																																												
Mission Campus Const.																																																												
A&E Services																																																												
Chinatown/ North Beach Campus Construction																																																												

Estimated Project Costs:

Ia. Mission Campus		2001 Bond	State Funds	Project Costs
1	Construction, Purchase & Installation	\$ 21,938,500	\$ 30,000,000	\$ 51,938,500
2	Project Control	\$ 7,348,930	\$ 2,000,000	\$ 9,348,930
3	Site Control	\$ -	\$ -	\$ -
4	Finance Costs	\$ 600,000	\$ -	\$ 600,000
TOTAL		\$ 29,887,431	\$ 32,000,000	\$ 61,887,431

Ib. Chinatown / North Beach Campus		2001 Bond	State Funds	Project Costs
1	Construction, Purchase & Installation	\$ 35,173,260	\$ 28,000,000	\$ 63,173,260
2	Project Control	\$ 9,371,187	\$ 2,000,000	\$ 11,371,187
3	Site Control	\$ -	\$ -	\$ -
4	Finance Costs	\$ 740,000	\$ -	\$ 740,000
TOTAL		\$ 45,284,446	\$ 30,000,000	\$ 75,284,446

	TOTAL 2001 BOND:	\$ 75,171,876
--	------------------	---------------

II. Acquisition of Evans Campus and Seismic Retrofitting



Project Description:

For several years City College leased its main campus for vocational education at 1400 Evans Avenue in the southeast part of San Francisco. The programs that operate out of this facility include, automotive repair, construction trades training, and garment making. Because the College was spending nearly \$500,000 per year in public funds in the form of rent, the College issued Certificates of Participation (COPs) in 2000 to acquire the property at a cost of \$6.1 million. While the facility is in good condition, by acquiring the property City College is now obligated to immediately address seismic and other code related issues. The estimated construction cost of these structural improvements is \$2.6 million.

This proposed bond issue would provide City College with \$9.2 million for the acquisition and necessary improvements for the 1400 Evans campus, including repayment of the \$8.1 million in COPs dedicated to the acquisition and improvement of the property. By acquiring the facility the College will be able to redirect the annual rent payments into improving and increasing educational opportunities for the people of San Francisco. In addition, the facility will now be eligible for state maintenance funds.

II. Acquisition of Evans Campus and Seismic Retrofitting

Proposed Project Schedule:

	2001					2002					2003					2004								
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
Site Acquisition																								
A&E Services																								
Construction																								

Estimated Project Costs:

	2001 Bond	State Funds	Project Costs
1 Construction, Purchase, & Installation	\$2,594,106	\$0	\$2,594,106
2 Project Control	\$466,939	\$0	\$466,939
3 Site Control	\$6,100,000	\$0	\$6,100,000
4 Finance Costs	\$91,610	\$0	\$91,610
TOTAL	\$9,252,656	\$0	\$9,252,656

III. Completion of Computer Network and Technology Upgrades



Project Description:

Every segment of City College is increasingly dependent on technology for success – students, faculty, and support staff. With the 1997 bond allocation, the college is completing the first stage of its technology transformation by connecting all campuses, classrooms, and offices with a college-wide network infrastructure that has the bandwidth and speed to carry data, voice, and video including Internet access. The second stage will be the installation of instructional technologies, student and staff access, telephone system upgrades, and final completion of the infrastructure. The priorities for the proposed 2001 bond issue include the following:

- Educational Technologies for the Classroom – to include installation of multimedia classrooms, technology labs for student instruction, and a video distribution system;
- Enabling Technologies for Student and Staff Access – to include network ports and connectivity for all student support offices and their supervisors, plus access ports to ensure student gateways to the technology information system;
- Telephone System Upgrade – to convert the college from dependence on a utility provider to a system capable of connecting all campuses and reducing operating costs in the future; and
- Infrastructure Upgrade Completion – to complete the building wiring, manhole repairs, power supply/ server support, and inter-campus connectivity of the network.

This proposed bond issue would provide the College with \$16 million for the completion of its computer network and related technology upgrades, including up to \$7.5 million to repay COPs the college issued to keep this project moving forward. By completing the network, the College would be able to increase educational opportunities and student success at all of its campuses.

III. Completion of Computer Network and Technology Upgrades

Proposed Project Schedule:

	2002												2003												2004												2005											
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
A&E Services																																																
Construction																																																

Estimated Project Costs:

		2001 Bond	State Funds	Project Costs
1	Construction, Purchase & Installation	\$ 13,460,292		\$ 13,460,292
2	Project Control	\$ 2,422,853		\$ 2,422,853
3	Site Control	\$ -		0
4	Finance Costs	\$ 160,000		\$ 160,000
TOTAL		\$ 16,043,145	0	\$ 16,043,145

V. Joint Use Academic Facility for Child Development, Healthcare Studies and Teacher Training



Design image provided by KMD Architects

Project Description:

SFSU and CCSF have shared a unique history of collaboration and involvement. Traditionally, more students from City College transfer to SFSU than any other college in the state. Being located within easy commuting distance of each other has helped facilitate a highly cooperative relationship. Recently, SFSU has had great success in offering courses "on-site" at City College. The growth of City College, the pressures of a growing academic schedule and serious limits on classroom space have essentially resulted in a "capping out" of offerings despite huge demand. Offering students the opportunity of "one-stop shopping" at one location where they can have access to the full four-year undergraduate (2 + 2) experience has tremendous appeal for community college students.

Establishing a new joint use facility where faculty from both institutions could be co-located; courses taught; and support services provided would effectively create a new model for collaboration and instruction that has never been tried before in the state. Florida piloted and then expanded such an approach throughout the state and it has worked very effectively. Library resources, computer labs, student support services, food services, and security are resources that are currently in place and can be shared, thereby enhancing the cost-effectiveness of this approach. Students could earn their Associate of Arts Degree, complete their General Education requirements, and then step-up into "upper-division" enrollment leading to degree completion. Dual enrollment opportunities could be fully explored and implemented as necessary. Graduate internships, service learning opportunities and linking our institutions via interactive television (smart classrooms) are other options that could be accommodated within this new collaboration.

V. Joint Use Academic Facility for Child Development, Healthcare Studies and Teacher Training

Goals

- To establish a joint use facility between the two colleges for purposes of enhancing transfer and expanding access.
- To focus program development on the areas of Teacher Preparation; Child and Human Development; and Health-related programs.
- To jointly seek the support of the state to accomplish the above outside the consideration of the regular Capital Outlay Process.
- To share instructional resources to create a "seamless" pathway to 4-year degree completion in the areas identified above.

This facility will also include a "full-service" Child Care Center that will accommodate not only the traditional pre-school child care, but also infants, toddlers, and a "sick child" care center, which will interface with our Nursing and other Health Care Programs. Also included will be new facilities for our Student Health Services Center, currently located in outdated bungalows.

Given the need to respond to the critical areas of teacher preparation and the training of child care and health care professionals at all levels, a collaborative model such as the one described could demonstrate to the rest of the state the efficacy of such an approach. Tidal Wave II insures our respective institutions of a level of student demand that will be a challenge to accommodate. SFSU (and the CSU system) cannot build facilities fast enough to keep up with the demand on their side, and the same applies to City College. The joint use concept allows both sectors to work together in the most cost-effective manner possible; accommodate demand; focus programmatically on critical needs of the region/state/community; and bring on-line facilities which will maximize the use of existing resources to reduce the cost to the state and its taxpayers. It represents a classic "win-win" for everyone involved. It is also needed for the college to accomplish its goal of moving classes out of decrepit aged bungalows and into modern buildings.

The college will aggressively pursue state and federal funding to support the "joint-use" concept with San Francisco State University. If funds are not forthcoming, the "local" funds will be utilized to support the construction of the new Child Care Center and the new Student Health Services Center.

Proposed Project Schedule:

***Estimated Project Costs:**

* The College will seek the remaining \$10 million needed to complete the project from a combination of a Phase II bond issue federal, and private funds.

VI. Community Health and Wellness Center



Design image provided by Logan Hopper Architects

Project Description:

City College conducts its physical education program in a pair of sixty-year-old buildings that will not survive a significant earthquake. It would cost at least \$5-10 million to implement the seismic improvements that are needed. Unfortunately such action would not alter the fact that these facilities were designed to serve about one-half of the number of students who currently use it on a daily basis. Because of these limitations, the current facility cannot house the College's Student Health Center, and cannot be made available to the public for health and wellness activities.

Because the state has limited capital funds, it has refused the College's request to fund a replacement facility. City College is proposing to replace both of its sixty-year-old physical education buildings with a single Community Health and Wellness Center. The new building would be located at the Phelan Campus on land the College already owns. This proposed bond issue would provide the College with \$25 million to fund a portion of the expected cost for designing and constructing a new Health and Wellness Center that would be large enough to allow both students and members of the public to participate in health and wellness activities. The College will continue to pursue state and private support for the additional funds needed to complete the Health and Wellness Center. Alternatively, if state and private funds are not available to complete the Community Performing, Cultural and Media Arts Center, bond funds designated for that project will be reallocated into the Community Health and Wellness Center, thereby providing sufficient funding to complete this project.

VI. Community Health and Wellness Center

Proposed Project Schedule:

	2002					2003					2004					2005					2006					2007										
	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	
EIR																																				
A&E Services																																				
Construction																																				

*Estimated Project Costs:

		2001 Bond	State Funds	Project Costs
1	Construction, Purchase, & Installation	\$20,945,179	\$17,022,802	\$37,967,981
2	Project Control	\$3,807,297	\$2,977,198	\$6,784,494
3	Site Control	\$0	\$0	\$0
4	Finance Costs	\$247,525	\$0	\$247,525
	TOTAL	\$25,000,000	\$20,000,000	\$45,000,000

* If state funds are not available, the college will seek the remaining \$20 million needed to complete the project in a Phase II local bond issue.

VII. Balboa Reservoir - Infrastructure for Future College Use



Project Description:

City College recently reached a conceptual agreement with the San Francisco Public Utilities Commission on reconfiguring the Balboa Reservoir. The current north south split, which is used for student parking, will be changed to an east-west orientation with the College owning the east portion and controlling air rights to the west side.

The Balboa Reservoir's east basin, which is directly opposite the Phelan Campus, will be the only large piece of undeveloped land the College owns. The College's long-term plans for the reservoir site include a new Community Performing, Cultural and Media Arts Center (refer to Project IX of this document), a Student Development Services Center, and an Advanced Technology Learning Center.

In addition to the costs of removing and rebuilding the berm that separates the two basins, the College proposes to bring utilities into the east basin and to provide space for approximately the same number of cars that currently park in the reservoir. The College will conduct a comprehensive environmental impact study to evaluate both the reconfiguration of the reservoir as well as any structures that would be built on the site.

During the EIR process, the College will provide opportunities for both community residents as well as local businesses to participate in developing plans to address the College's facilities needs at the Phelan Campus. Furthermore, the College is an active participant in the Department of City Planning's "Better Neighborhoods Program". This is reflective of the College's commitment to ensuring that any development of the Balboa Reservoir includes elements that will significantly improve the general appearance of the Ocean Avenue corridor.

VII. Balboa Reservoir - Infrastructure for Future College Use

Proposed Project Schedule:

	2002												2003												2004												2005											
	J	F	M	A	M	J	J	A	S	O	N	O	J	F	M	A	M	J	J	A	S	O	N	O	J	F	M	A	M	J	J	A	S	O	N	O												
EIR																																																
A&E Services																																																
Construction																																																

Estimated Project Costs:

		2001 Bond	State Funds	Project Costs
1	Construction, Purchase, & Installation	\$10,553,345	\$0	\$10,553,345
2	Project Control	\$2,317,942	\$0	\$2,317,942
3	Site Control	\$0	\$0	\$0
4	Finance Costs	\$128,713	\$0	\$128,713
	TOTAL	\$13,000,000	\$0	\$13,000,000

VIII. Acquisition and Improvements for Parcel Adjacent to Phelan Campus



Project Description:

City College proposes to acquire a parcel of land that is adjacent to the northeast side of its Phelan. The parcel is currently the site of aging greenhouses. The construction work the College needs to conduct to build the projects in this bond proposal will include the demolition of decrepit classroom space. Consequently there will be a period of time, perhaps as long as five years, during which the College would need to add some modular units to minimize the impact on class offerings. By acquiring the parcel adjacent to the campus the College would have a site for locating a significant number of modular units. By adding these units and by making some adjustments to the schedule of classes the College would seek to ensure that its total class offerings remained stable. When construction is completed the area used for modular units would be re-landscaped and left in a far more attractive state for the surrounding neighborhood or developed into a new practice field for the college.

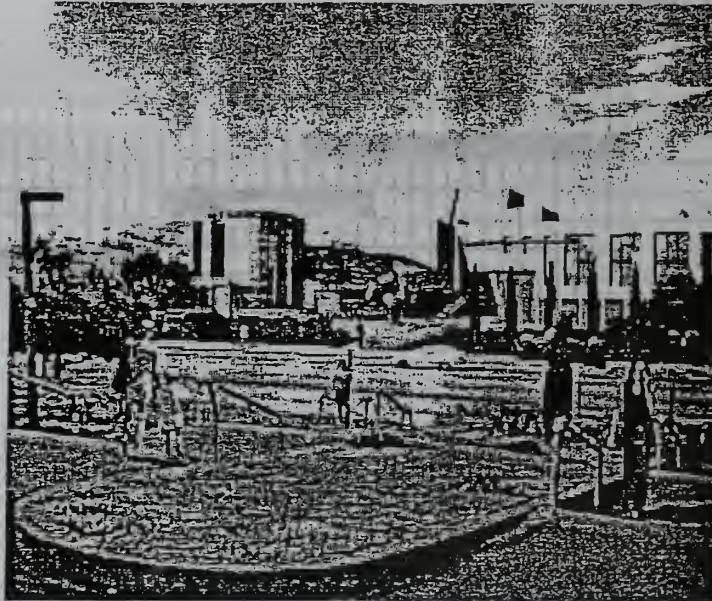
VIII. Acquisition and Improvements for Parcel Adjacent to Phelan Campus
Proposed Project Schedule:

	2002												2003												2004												2005														
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D			
Parcel Acquisition																																																			
EIR																																																			
A&E Services																																																			
Construction																																																			

Estimated Project Costs:

		2001 Bond	State Funds	Project Costs
1	Construction, Purchase, & Installation	\$2,602,138	\$0	\$2,602,138
2	Project Control	\$558,578	\$0	\$558,578
3	Site Control	\$2,340,000	\$0	\$2,340,000
4	Finance Costs	\$31,607	\$0	\$31,607
	TOTAL	\$5,532,323	\$0	\$5,532,323

IX. Community Performing, Cultural and Media Arts Center



Project Description:

City College's performing and media arts departments are currently housed in areas that are substandard and over-crowded. Currently used buildings do not support the technology needed and cannot provide the space required for students' needs. The College's Media Arts classes prepare students in increasing numbers for work in the arts and entertainment industries throughout California; for performing arts technology centers in the Bay Area; and for general education and transfer needs.

The center would include a performing arts auditorium, parking and public amenities, a rehearsal hall and reception area, ensemble rooms, an archive/library facility, a media center (listening lab), music lockers, storage areas, practice rooms, media performance laboratories and classrooms that are needed to facilitate the removal of aging decrepit bungalows. The proposed project would also provide meeting and auditorium space for the entire college as well as the community. This facility would house the Film, Music, and Theater Arts Departments in their entirety. It would also provide desperately needed expansion space for these departments as well as the Broadcast Electronic Media Arts Department, and the Dance and Multimedia programs. Currently, these departments and programs instruct more than 5,000 students per semester in space adequate for less than 1,000.

-
- By accomplishing projects V and IX, CCSF will be able to remove all existing bungalows from the Phelan campus.

The College currently has title to the south basin of the Balboa Reservoir. Negotiations with the San Francisco Public Utilities Commission have produced a conceptual agreement that will reconfigure the reservoir into an east-west orientation. The complex would be built on the east reservoir thereby enabling the P.U.C. to move forward with its plan to store water in the west reservoir. In the event that neither state nor private funds are available to complete the funding needed for the Community Performing, Cultural

Proposed Project Schedule:

[illegible]

		2001 Bond	State Funds	Project Costs
1	Construction, Purchase, & Installation	\$20,972,479	\$21,224,199	\$42,196,677
2	Project Control	\$3,775,046	\$3,775,801	\$7,550,847
3	Site Control	\$0	\$0	\$0
4	Finance Costs	\$252,475	\$0	\$252,475
	TOTAL	\$25,000,000	\$25,000,000	\$50,000,000

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Attachments D-1 through D-4

Letters to IBEW, SMW, UA, BAC and Carpenters re Pre-Fabrication



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: February 24, 2005

S6

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: SPECIAL

**Approval of the City College of San Francisco
Student Equity Plan for submission to the
State Chancellor's Office, California
Community Colleges.
(Resolution No. 050224-S6)**

BACKGROUND INFORMATION:

Mandated by the California Community Colleges' Board of Governors, requested through the State Chancellor's Office, and authorized by Title 5, §54220, all community colleges must provide a Student Equity Plan on an annual basis beginning in 2005. The local adoption of this plan will serve as a minimum requirement for state funding.

The purpose of the plan is to ensure equal educational opportunity and success to all students. As stipulated in the preparation guidelines, specific population groups that are required to be addressed are American Indians or Alaskan natives, Asian or Pacific Islanders, African Americans, Hispanics, Whites, men, women, and persons with disabilities.

Measurable standards that will be utilized in this plan include student access, course completion, ESL and Basic Education completion, degree and certificate completion, and transfer. The plan will also contain research findings, goals and objectives, activities and timelines, contact persons, budget resources and program evaluation.

The CCSF Student Equity Plan is based on the CCSF Strategic Plan, 2003-2008, which had been developed through a shared governance process by faculty, students, administrators and staff. The strategic plan contained all the principle elements required for a student equity plan: campus-based research on historically underrepresented groups; identification of barriers to student access; retention and completion rates; transfer and transitional information; budget resources for implementing goals and activities; and outcome measures for program evaluation.

SHARED GOVERNANCE REVIEW:

BOARD OF TRUSTEES

RODEL E. RODIS, PRESIDENT • DR. NATALIE BERG, VICE PRESIDENT

JOHNNIE L. CARTER, JR. • DR. ANITA GRIER • MILTON MARKS III • JULIO J. RAMOS, ESQ. • LAWRENCE WONG, ESQ.

VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

Yes: X; No: ; If yes, which Committee: Student Prep/Success
Committee/Academic
Senate.

Date of Review: 2.10.05/2.16.05

(A negative response indicates that a review is not necessary.)

RECOMMENDATION:

RESOLVED: That authorization is hereby given to submit the City College of San Francisco Student Equity Plan to the State Chancellor's Office, California Community Colleges, as mandated by the California Community Colleges Board of Governors and authorized under Title 5, Sec. 54220., and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designees are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Originator: Dr. Don Griffin, Vice Chancellor



OFFICE OF THE CHANCELLOR

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City College of San Francisco

Student Equity Plan

Submitted to:

Chancellor's Office
California Community Colleges
1102 Q Street
Sacramento, CA 95814-6511

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February 28, 2005

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CITY COLLEGE OF SAN FRANCISCO STUDENT EQUITY PLAN

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City College of San Francisco
Student Equity Plan

Signature Page

District: San Francisco Community College

College: City College of San Francisco

President, Board of Trustees: _____

Date: _____

Chancellor: _____

Academic Senate President: _____

Student Equity Coordinator: _____

City College of San Francisco
Student Equity Plan

I. Executive Summary

Mandated by the California Community Colleges' Board of Governors, requested through the State Chancellor's Office, and authorized by Title 5, §54220, all community colleges must provide a Student Equity Plan on an annual basis. The local adoption of this plan will serve as a minimum requirement for state funding.

Each plan is to ensure equal educational opportunity and success to all students regardless of ethnicity, gender, age, sexual orientation, gender identity, disability or economic status. Measurable standards or "indicators" will be utilized in this plan and will include student access, course completion, ESL and Basic Education completion, degree and certificate completion, and transfer. The plan will also contain research findings, goals and objectives, activities and timelines, contact persons, budget resources and program evaluation. Specific population groups that will be addressed in this plan are American Indians or Alaskan natives, Asian or Pacific Islanders, African Americans, Hispanics, Whites, men, women, and persons with disabilities.

The student equity plan for City College of San Francisco (CCSF) will be based on its CCSF Strategic Plan, 2003-2008, which had been developed by faculty, students, administrators and staff. The strategic plan will contain all the principle elements required for a student equity plan: campus-based research on historically underrepresented groups; identification of barriers to student access; retention and completion rates; transfer and transitional information; budget resources for implementing goals and activities; and outcome measures for program evaluation. The strategic plan had been created through the shared governance process which established the basic standards and expected outcomes.

Prior Research

In its "Pre-Collegiate Basic Skills Accountability Report, Part 1" (April 2004), the CCSF Office of Research, Planning and Grants reviewed student progress in pre-collegiate courses (English, Math and ESL) and subsequent retention and success rates. This study was motivated by the fact that 75% of first-time CCSF students needed "pre-collegiate" courses and that over two-thirds of the English courses and half of the Math classes were for pre-collegiate students. Moreover, 75% of first-time ESL students needed pre-collegiate math.

"Pre-collegiate" English courses included English K, L, W, 90, 92, 94 and 96. In Mathematics, it was Math E, S, 840, 850, and 860. All ESL classes were defined as pre-collegiate. Conversely, "collegiate" courses were English 1A and Math 90.

The quantitative research was aligned with the current CCSF Strategic Plan (2003-2008), Priority 1:

“To insure student access, progress, success and transfer readiness through an effective and expanded approach to improving basic skills, remediation and transitional studies including instruction, academic and student support services and other services as necessary.”

Needs Statement

The researchers will be especially interested in examining the progress of first-time students, usually between the ages of 18-19, who are Native Americans, African American, Hispanic, or Asian/ Pacific Islander, and who are “disproportionately represented in the pre-collegiate basic skills population compared to the numbers of new first-time credit students.”

Statistical analysis will emphasize:

1. **Student Access**: The percent of each CCSF population group compared to the adult population of the surrounding community.
2. **Course Completion**: The number of credit courses that students complete at the end of the term compared to number of courses they had enrolled in on census day.
3. **ESL and Basic Skills Completion**: The number of students who completed a degree-applicable course after having completed a final basic skills course
4. **Transfer**: The number of students who attempted a transfer-level course compared to the number who actually transferred.

An analysis of Degree and Completion Rates of CCSF students has been omitted from this plan as it was stated as an optional section by the State Chancellor’s Office Memo dated October 2004. The College, however, will address Degree and Completion as part of the its comprehensive student equity plan.

In addition to gathering data through the CCSF banner system, input will also be obtained from specific retention and support programs such as the African American Scholastic Program, Disabled Students Programs and Services, Extended Opportunities Programs and Services, Homeless/At-Risk Students Program, Latino Services Network, Learning Assistance Center, Math Bridge, Puente Project, Writing Success Project, Asian Pacific American Student Success Project, and Calworks.

Program Goals

General goals for the CCSF Student Equity Plan will be based on those established through the CCSF Strategic Plan, 2003-08:

- A. **Access**: To expand the College’s outreach and recruitment. To increase access to student development services.

B. **Course Completion**: To strengthen and improve academic courses, instruction, and alternative systems of delivery.

C. **ESL and Basic Skills Completion**: To ensure student access, progress and success through an effective and expanded approach to improving basic skills, English-as-a-Second Language, remediation, and transitional studies.

D. **Degree and Certificate Completion**: To strengthen and improve academic programs. To increase the quality and accessibility of student development services to positively impact student outcomes related to certificate completion, graduation and job placement.

E. **Transfer**: To ensure student transfer readiness through an effective and expanded approach to improving basic skills, remediation, and transitional studies. To increase the quality and accessibility of student development services to positively impact student outcomes.

Objectives and activities will be carried out both on an annual and on-going basis. Named persons will be responsible for their implementation and successful completion.

Budget

For FY 2004-05, City College of San Francisco has an annual unrestricted budget of \$161,644,395 for the entire institution. Since much of the CCSF Student Equity Plan is based on existing programs and personnel, the principle source of income will be from current staff, faculty and programs. For example, the academic and student development services for retention and support programs will total approximately \$22,500,000 which includes both instruction and counseling.

Program Evaluation

Semi-annual and annual follow-up reports will be prepared by the CCSF Office of Research and Planning. Pre-collegiate course will be addressed through the Pre-Collegiate Basic Skills Accountability Report which will include sections on course demand and supply, and student retention and success.

The evaluation will undergo the shared governance process to ensure input from faculty, student and administration. The planned activities, objectives and outcomes will be reviewed and verified.

Contact

The CCSF Student Equity Program is under the supervision of Dr. Don Griffin, Vice Chancellor of Academic Affairs. Inquiries can be made to: CCSF- Academic

Affairs, 50 Phelan Ave, Cloud Hall 308, San Francisco, CA 94112. Phone: (415) 239-3321.

City College of San Francisco
Student Equity Plan

II. College-Based Research

The following data was prepared by the City College of San Francisco (CCSF) Office of Research, Planning and Grants. They are planning briefs which highlighted information from the CCSF Pre-Collegiate Basic Skills Accountability Report- Parts I and II.

Pre-Collegiate Student Profile. Students placing into pre-collegiate courses are primarily young and African American, Hispanic, Asian/Pacific Islander and Filipino--- particularly in the basic skills courses.

Pre-Collegiate Student Performance. Success rates of students have been increasing during the period 1998 through 2002. However, success rates in both Math (51%) and English (61.8%) remain substantially below the college-wide success rate (68%).

Students placed in pre-collegiate levels can and do concurrently enroll in college-level transfer courses. The success rates for pre-collegiate basic skills students (56.7%) are below that of pre-collegiate upper-level students (72.4%) and college level students (75%).

The students' original English and/or Math placements served as the strongest predictor of their outcomes. For example, of the students who enrolled in Fall 1998 through Spring 2003 and placed in English L (the lowest level course, 33% achieved the California State University (CSU) English requirement (there are 5 CCSF courses that satisfy this requirement) and 7% completed the University of California (UC) English requirement. By comparison, of the students who placed in English 92, 53% achieved the CSU English requirement and 13% completed the UC English requirement.

Student Placement	Achieved CSU Requirement	Achieved UC Requirement
English L	33%	7%
English 92	53%	13%

Of the students placing in Math E in Fall 1998, 70% ultimately passed it as a requirement for an associate degree. However, far fewer students attained a CSU (15%) or UC math requirement (14.2%). (The math graduation requirement has recently been changed to Elementary Algebra and its consequences will be closely monitored.)

Student Equity Data

The CCSF Planning and Research Office had also prepared statistics on student access, course completion, ESL and Basic Education completion, and transfer rates:

1. **ACCESS**- Defined as the percentage of each population group that is enrolled in the College compared to that group's representation in the adult population in the City and County of San Francisco.

A. College Data:

**Percentage of male and female students enrolled at CCSF
as compared to their representation in the City and County of SF**

Gender	CCSF Credit**	CCSF Noncredit**	San Francisco City & County*
Female	49.3%	43.7%	50.6%
Male	49.3%	43.7%	49.4%
Unknown	1.4%	12.7%***	
Total	100.0%	100.0%	100.0%

<http://www.census.gov/acs/www/Products/Profiles/Single/2003/ACS/index.htm>

* Census Bureau - American Community Survey Profile - 2003

** CCSF Decision Support System

**Percentage of students by ethnicity enrolled at CCSF
as compared to their representation in the City and County of SF**

Ethnicity/Race	CCSF Credit**	CCSF Noncredit**	San Francisco City & County*
African American	8.7%	5.7%	6.5%
Asian	39.7%	41.2%	32.7%
Hispanic	15.1%	25.6%	14.0%
Native American	0.5%	0.2%	0.3%
White	27.7%	12.0%	43%
Other	8.3%	15.3%	5.4%
Total population	72.3%	88.0%	100.0%

<http://www.census.gov/acs/www/Products/Profiles/Single/2003/ACS/index.htm>

* Census Bureau - American Community Survey Profile - 2003

** CCSF Decision Support System - Division acadyear

**Percentage of students with disabilities enrolled at CCSF
as compared to their representation in the City and County of SF**

Age	CCSF Credit**	CCSF Noncredit**	San Francisco City & County*
5 to 20 yrs. old	2.0%	2.4%	5.3%
21 to 64 yrs. old	2.2%	3.6%	9.2%
65 yrs. old +	1.0%	2.3%	44%

Unknown age	5.0%	0.8%	
Total	2.1%	3.1%	13.9%

* Census Bureau - American Community Survey Profile - 2003

** CCSF Decision Support System - crnterm unduplicated by person and academic year.

**Percentage of students by age enrolled at CCSF
as compared to their representation in the City and County of SF**

Age	CCSF Credit**	CCSF Noncredit**	San Francisco City & County*
0 to 14 yrs.	0	0	12.6%
15 to 19 yrs.	9.9%	4.2%	3.7%
20 to 24 yrs.	25.9%	10.3%	4.3%
25 to 34 yrs.	32.7%	20.1%	21.6%
35 to 44 yrs.	15.9%	18.3%	18.7%
45 to 54 yrs.	10.0%	15.5%	15.0%
55 to 59 yrs.	2.8%	5.4%	5.6%
60 to 64 yrs.	1.4%	3.6%	4.4%
65 to 74 yrs.	0.9%	7.4%	7.0%
75 to 84 yrs.	0.2%	5.8%	5.5%
85 yrs. and over	0.0%	1.8%	1.6%
Unknown	0.1%	7.5%	0.0%
Total	100.0%	100.0%	100.0%

<http://www.census.gov/acs/www/Products/Profiles/Single/2003/ACS/index.htm>

* Census Bureau - American Community Survey Profile – 2002

** CCSF Decision Support System - Division acadyear

B. Data Analysis:

In terms of gender and ethnicity, CCSF has matched or exceeded the percentage of the populations in the City and County of San Francisco. This applies to both credit and noncredit programs.

Male and female students were evenly divided. A large number of noncredit students did not indicate either gender, probably because they were in English-as-a-Second Language (ESL) Programs and may not have understood the question.

African American, Asian American, Hispanic and Native American students all surpassed the surrounding population. White students are 27.7% of the CCSF population whereas they are 43% of the City and County of San Francisco. In noncredit programs, White students comprise only 12% of the student body; however, this is because nearly 40% of the courses are ESL and serves primarily a Hispanic and Asian immigrant population.

The College's disabled student population is more likely larger than the reported figures, but many students with psychiatric, learning disabilities and developmental delay do not self-identify upon enrollment at the College. CCSF is attempting to reach more students

through orientations and by increasing the number of DSPS counseling hours available, especially at campuses beyond Ocean and John Adams. In the statistical areas of age and disability, much work remains to be done especially for adults who are 45 years-old and older.

2. COURSE COMPLETION- This is a comparison between students who enrolled into particular courses and those who actually successfully complete with a recorded grade of A,B, C, or credit.

A. College Data:

Number and percentage of male and female students who successfully complete credit courses as compared to the number who enroll.

Gender	Percentage Successful Completion	Number of Enrolled Students (Total Seat Count)	Number of Successful Student Course Completions**
Female	74.5%	97,592	72,688
Male	70.4%	78,256	55,129
Unknown	74.2%	4,182	3,105

From Chancellor's Office Supplied File – Data above is 2002 – 2003

**This is a duplicated head count of all successful course completions

Number and percentage of students by ethnicity who successfully completed credit courses as compared to the number who enrolled.

Ethnicity	Percentage Successful Completion	Number of Enrolled Students Total Seat Count	Number of Successful Student Course Completions**
African-American	62.0%	15,382	9,544
Asian	77.0%	68,262	52,574
Filipino	67.8%	14,045	9,516
Hispanic	66.9%	26,190	17,530
Native American	68.3%	993	678
White	75.4%	43,913	33,120
Other	70.3%	4,128	2,900
Unknown	71.1%	7,117	5,060

From Chancellor's Office Supplied File - Data above is 2002 – 2003

**This is a duplicated head count of all successful course completions

B. Data Analysis:

Female students outperformed their male counterparts by 4.1%. With the exception of students of Asian descent (77.0%), all other ethnic groups had success rates far below that of Whites students (75.4%). Student support programs and services are greatly needed for students who are having academic difficulties. CCSF currently has such programs as the, African American Scholastic Programs, Asian Pacific American Student Success Program, Disabled Students Program and Services, Latino Service Network, Learning Assistance Center, Math Bridge Program, Puente Project, and the Writing Success Project.

3. ESL and Basic Skills Completion The number of students who completed a final ESL or basic skills course and then complete a transfer-level course afterwards.

A. College Data:

Percentage of male and female students who successfully complete a basic skills course then go on to complete a transfer level course in that area.

Gender	ESL/English Course	Math Course
Female	55%	45%
Male	57%	44%
Unknown	54%	80%

Basic Skills English/ESL Course completion of 82 or 92 occurred in 2001 academic year. Calculated on the basis of English 94 as transferable to San Francisco State University; Engl 92 and ESL 82 are the courses below Engl 94. Basic Skills Math course completion is Math E, EX, E1 in 2001 academic year.

Percentage of students by ethnicity who successfully complete a basic skills course then go on to complete a transfer level course in that area.

Ethnicity	ESL/English Course	Math Course
African American	53%	32%
Asian	55%	46%
Hispanic	62%	53%
Native American	100%	0%
Other	51%	36%
White	57%	42%

Basic Skills English/ESL Course completion of 82 or 92 occurred in 2001 academic year. Calculated on the basis of English 94 as transferable to San Francisco State University; Engl 92 and ESL 82 are the courses below Engl 94. Basic Skills Math course completion is Math E, EX, E1 in 2001 academic year.

Percentage of students by age who successfully complete a basic skills course then go on to complete a transfer level course in that area.

Age	ESL/English Course	Math Course
15 - 19 yrs. old	74%	66%

20 - 24 yrs. old	57%	46%
25 - 34 yrs. old	48%	40%
35 - 44 yrs. old	36%	32%
45 - 54 yrs. old	38%	24%
55 - 59 yrs. old	27%	0%

Basic Skills English/ESL Course completion of 82 or 92 occurred in 2001 academic year. Calculated on the basis of English 94 as transferable to San Francisco State University; Engl 92 and ESL 82 are the courses below Engl 94.

Basic Skills Math course completion is Math E, EX, E1 in the 2001 academic year

Changed all cohort years to 2001. This raised the percentages.

B. Data Analysis

By gender, the percentages of male and female pre-collegiate students completing a transfer-level course were relatively close: 55% vs. 57% in ESL/English and 45% vs. 44% in math.

In regards to ethnicity, Hispanic students who had taken pre-collegiate ESL and English courses were most likely to succeed. African American and Asian American students passed 53% and 55% of the time respectively. In math, only 32% of African American students completed a transfer course.

4. TRANSFER Defined as the number of students completing a minimum of 12 units and who attempted a transfer-level course in English or math and transfer to a baccalaureate institution within six years.

A. College Data:

Percentage of male and female students who complete a minimum of 12 units and attempt a transfer-level English or math class and transfer to a 4-year institution in up to six years.

Gender	Transferred By 6 Years	Transferred After 6 Years	No Transfer Identified
Female	29.3%	10.1%	60.6%
Male	25.9%	8.7%	65.4%
Unknown	33.8%	2.9%	63.2%

From NSC Match. Leavers from 1997 - 2002.

Percentage of students by ethnicity who completed at least 12 units and attempted a transfer-level English or math class and transferred to a 4-year institution within 6 years

Ethnicity/Race	Transferred By 6 Years	Transferred After 6 Years	No Transfer Identified
African American	16.4%	9.9%	73.7%
Asian	32.4%	8.5%	59.1%
Hispanic	18.2%	11.2%	70.6%
Native American	17.1%	7.0%	75.9%
White	27.0%	9.6%	63.3%
Other	29.4%	10.6%	59.9%

Total	27.7%	9.4%	62.9%
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From NSC Match. Leavers from 1997 - 2002.

Percentage of students by age who completed least 12 units and attempted a transfer-level English or math class and transferred to a 4-year institution within 6 years.

Age	Transferred By 6 Years	Transferred After 6 Years	No Transfer Identified
15 - 19 yrs. old	28.5%	9.7%	61.8%
20 - 24 yrs. old	30.1%	9.2%	60.7%
25 - 34 yrs. old	24.8%	8.9%	66.2%
35 - 44 yrs. old	17.9%	8.7%	73.5%
45 - 54 yrs. old	17.7%	7.1%	75.2%
55 - 59 yrs. old	5.9%	5.9%	88.2%

Age in First Term at CCSF.

From NSC Match. Leavers from 1997 - 2002.

Changed Heading to reflect code filter that selected students

B. Data Analysis

The rates of transfer between male and female students have been similar with a difference of merely 4.8% after six years. According to the data, females tend to transfer soon but males catch-up six years later.

Transfer rates among African Americans (26.3%), Hispanics (28.4%) and Native Americans (24.1%) have been problematic and deserves attention. For Asian Americans and Whites, the rates were 40.9% and 36.6% respectively.

III. Student Equity Goals and Objectives Based on CCSF Strategic Plan 2003-2008 (SP)

The Student Equity Plan of City College of San Francisco (CCSF) will include the five major areas as required by the Chancellor's Office of the California Community Colleges: access, course completion, ESL and Basic Skills completion, degree and certificated completion, and transfer. The equity plan is based on the CCSF Strategic Plan, 2003-2008, as indicated with an "SP" after the each specific goal and objective.

A. Access: To expand the College's outreach, recruitment, marketing, and promotional activities related to the College's programs, services, and resources. (SP 4.0) To increase the quality and accessibility of student development services to positively impact student outcomes related to student learning and retention. (SP 5.0)

1. Expand the number of people served by the College within the City and County. (SP 4.1)
 - a. Provide innovative programs and services to reach people in new ways.
 - Provide sufficient course sections to meet student demands.
 - Use technology and distance education.
 - Partner with community-based organizations (e.g., Swords to Plowshares, Walden House, Goodwill, On-Lok, JVS, etc.).
 - Recruit under-employed and dislocated workers.
 - Develop bilingual marketing and outreach strategies.
 - b. Review curriculum, scheduling, and instructional delivery options for programs and courses to attract diverse and changing student populations.
 - c. Develop additional targeted marketing and outreach strategies including City of San Francisco departments and agencies and community-based organizations.
 - d. Analyze why some City residents attend community colleges outside the City and develop strategies to meet their needs through CCSF.

- e. Increase full-time staff at Outreach and Recruitment Office.
2. Recruit and support non-credit students seeking transition to credit programs. (SP 4.2)
3. Expand efforts to reach current middle and high school students, high school dropouts, and high school graduates in collaboration with SFUSD and other Bay Area school districts. (SP 4.6)
 - a. Expand programs to reach high school students bound for CCSF or C.S.U., U.C., and other four-year colleges and universities.
 - b. Develop a system with SFUSD to share academic records for educational planning purposes.
 - c. Explore coordination of academic calendars between CCSF and SFUSD.
 - d. Expand and improve outreach to students in middle and/or high school.
 - e. Explore offering more CCSF courses at high school sites.
 - f. Coordinate with SFUSD and community organizations to transition students with disabilities into CCSF.
 - g. Increase Outreach and Recruitment Office staff.
4. Expand alternative scheduling and flexible delivery of courses. (SP 4.7)
 - a. Increase evening and weekend courses.
 - b. Increase summer offerings.
 - c. Increase continuing education offerings.
 - d. Increase short-term and modular course offerings.
 - e. Increase summer bridge courses for high school students needing academic enrichment activities.
 - f. Explore the use of alternative calendars.
5. Expand activities of the Office of Outreach and Recruitment. (SP 4.8)
 - a. Explore expansion of the scope of the Outreach/Recruitment Office.
 - b. Increase student body participation in outreach and recruitment.
 - c. Expand outreach activities focused on Districtwide programs.
 - d. Explore ways that current students may promote the future enrollment of new students.
6. Expand and improve access to financial aid resources for all credit and noncredit students, including Pell grants, college work-study, childcare, books, computers and other tools useful in the educational process, and scholarships. Promote greater visibility of the office by publicizing the Office location, scholarship deadlines and need for faculty recommendation letters. (SP 5.1)
7. Strengthen the student orientation program. (SP 5.4)

- a. Offer credit and noncredit student orientations that inform current students about College programs.
 - Involve students in the delivery of orientation programs in multiple languages.
 - Provide student mentors.
 - Explore awarding credit for participation in orientation.
 - Explore and develop online and video approaches to providing orientation services.
 - Provide orientations and classroom visits regarding DSPS services.
 - Provide study buddies
 - b. Develop additional student information for student orientation initiatives, student clubs and student access to textbooks.
 - c. Improve user friendliness of the schedule.
8. Assure the delivery of a full range of student support and counseling services at all campuses. (SP 5.8)
- a. Promote communication and knowledge about student development services among college faculty and staff.
 - b. Include student development services in the orientation of new faculty.
 - c. Provide college success courses and workshops to assist students in identifying educational majors and career goals.
 - d. Strengthen relationships at the campuses by cross training student services faculty and staff to provide services for both credit and non-credit students.
 - e. Expand essential services to students beyond the College's normal operating hours.
 - Address needs of evening and weekend students.
 - Expand Library/Learning Resource Center and the Learning Assistance Center hours.
 - Expand Student Union hours.
 - Address student access to health services outside the Ocean campus.
 - Provide greater in-house job training and academic information at all campus sites.
9. Ensure that the College's workforce reflects the diverse communities we serve. (SP 8.1)
- a. Continue and expand efforts to recruit and hire a diverse faculty.

- b. Pursue development strategies to cultivate and support a future corps of faculty for CCSF.
 - c. Evaluate the progress and success of the College's recruitment and hiring efforts and processes.
- 10. Continue to develop initiatives that promote social and racial trust among all College constituencies. (SP 8.3)
- 11. Improve and increase accurate and consistent communications among employees, students, and the larger community about College programs and activities. (SP 8.7)
 - a. Use technology for improved communication.
 - b. Use traditional means to improve communication.
 - c. Provide periodic progress reports to residents of San Francisco.
 - d. Continue to share research on student success.
 - e. Improve the effectiveness of the participatory governance and consultation process to better enable various constituent groups to participate in the development and implementation of College initiatives.

B. Course Completion: To continue to emphasize the strengthening and improvement of academic courses, instruction, alternative systems of delivery, and success in achieving student learning outcomes. (SP 2.0)

- 1. Provide a comprehensive student success curriculum. (SP 1.5)
 - a. Increase access to college success courses that teach study skills and other necessary skills.
 - b. Expand initiatives through which student organizations address retention issues.
- 2. Continue to diversify the curriculum across the College. (SP 2.2)
 - a. Include multicultural teaching strategies and materials in all courses throughout the District.
 - b. Strive to make multicultural perspectives and civic engagement the norm for all disciplines, as appropriate.
 - c. Provide faculty and staff training and professional development opportunities in multicultural perspectives.
 - d. Provide instruction that accommodates a diversity of student learning styles.
 - e. Assess the College curriculum in terms of multicultural perspectives, currency and inclusiveness as criteria for excellence.

3. Promote instructional methods and deliveries that optimize student success, including such programs as distance/on-line learning, interdisciplinary and competency-based programs, collaborative and project based learning, learning communities, integrated learning and cross-disciplinary initiatives, as well as successful traditional methodologies. (SP 2.3)
4. Expand out-of-classroom learning activities to provide a range of opportunities, including service learning, internships, tutoring, mentoring, and cultural and recreational activities at all campuses. (SP 2.4)
5. Expand the identification by faculty of learning outcomes and assessment of student learning at the course, program, and College levels. (SP 2.7)
 - a. Review and refine, where needed, existing policies and procedures that faculty use to identify desired learning outcomes by course and program.
 - b. Review and refine, where needed, existing policies and procedures that faculty use to assess the extent of student learning in courses and programs, including the development of appropriate assessment instruments.
 - c. Review and refine, where needed, existing policies and/or procedures that faculty use to evaluate the effectiveness of various teaching and delivery modalities and strategies, analyze the assessment results, and modify those strategies where appropriate.
 - d. Develop survey instruments to assess employer, student, and alumni satisfaction with college instructional, transfer, and training programs.
 - e. Review and refine, where needed, existing policies and procedures of the College's program review system to ensure the effectiveness in improving instructional and student development/student services programs.
6. Expand staff development opportunities for faculty in the development and implementation of learning assessment initiatives. (SP 2.8)
7. Strengthen and expand educational technology programs. (SP 7.1)
 - a. Support the institutionalization of on-line learning classes, as appropriate, based upon evaluation of course effectiveness.
 - b. Explore and evaluate the use of interactive television (IPTV) to deliver educational programming to students at various campuses.
 - c. Provide faculty with access to the appropriate training and equipment to improve the use of technology for instruction in traditional classroom settings, technology-enhanced instruction, and distance education.
 - d. Evaluate the effectiveness of these instructional technologies in contributing to student progress and success within the College.
 - e. Support distance learning access to disenfranchised, 18-24 year-old incarcerated youth.

- f. Improve the programming on the College's education access television station, through collaboration with SFUSD and other agencies.
 - g. Expand capacity of student support services with computerized assessment centers, electronic educational planning, transcript services, and certificate/degree/transfer audit programs.
 - h. Explore a one-stop portal for students and College employees.
 - i. Continue to improve the quality of computer labs and expand access for all students.
 - j. Provide staff development and training opportunities for all CCSF employees in the use of technology and in applications of technology to enhance teaching and learning.
 - k. Use technology-mediated instruction to reach students, including home-bound adults, working adults, and students needing GED preparation in English, and other languages as available.
8. Promote professional development and ensure that it is available to all CCSF employees. (SP 8.2)
- a. Continue professional development for faculty, staff, and administrators on critical topics including technology, global education, subject-specific areas, diversity training, access for disabled persons, leadership development, instructional methods, and conflict resolution.
 - b. Conduct periodic assessments of the needs for professional development including input from all key College constituencies.

C. ESL and Basic Skills Completion: To ensure student access, progress and success through an effective and expanded approach to improving basic skills, remediation, and transitional studies including instruction, academic and student support services, and other services as necessary. (SP 1.0)

- 1. Expand and improve programs and activities that focus on basic skills. (SP 1.1)
 - a. Examine effective retention practices, strategies, and models such as those that increase the intensity of coursework and that accelerate the work in basic skills.
- 2. Increase success rates for students with basic skills needs. (SP 1.2)
 - a. Analyze English and math sequences to ascertain where student success can be increased.
 - b. Continue to expand the use of alternative methods of instruction and academic support.
- 3. Expand access for students needing basic skills courses. (SP 1.3)
 - a. Ensure that part-time students receive the same opportunities as full-time students.
 - i. Determine and advocate for funding at the state level.

4. Provide a comprehensive student success curriculum. (SP 1.5)
 - a. Increase access to college success courses and workshops that teach study skills and other necessary skills for student success.
 - b. Establish linkages between college success courses and content courses.
 - c. Strengthen linkages between non-credit and credit programs.
 - d. Expand initiatives through which student organizations address retention issues.
5. Expand the College's organizational capacity to address the needs of basic skills students. (SP 1.7)
6. Use skills-across-the-curriculum to enhance study skills and reinforce learning in the essential subject areas of reading, writing, and math. (SP 2.5)
 - a. Continue to promote and expand student success skills, including communication skills (speaking and listening), study skills, information competency skills and time management.
7. Integrate basic skills, ESL, and other appropriate academic instruction with workforce education programs. (SP 3.2)
8. Provide high school and GED classes and credit learning strategies class to students with disabilities.

D. Degree and Certificate Completion: To continue to emphasize the strengthening and improvement of academic programs. (SP 2.0) To increase the quality and accessibility of student development services to positively impact student outcomes related to graduation and job placement. (SP 5.0)

1. Address and resolve graduation requirement issues. (SP 2.1)
2. Expand College retention programs for underserved and underrepresented students of color. (SP 5.5)
 - a. Expand activities of the Latino Services Network.
 - b. Expand African American Scholastic Programs.
 - c. Continue to support the Asian Pacific American Student Success Program.
 - d. Assess needs and feasibility of establishing retention programs for other underserved populations (e.g., Filipino and Native American students)
3. Provide comprehensive college success courses and workshops.
4. Promote lifelong learning development, including skill upgrades and career ladders guidance. (SP 5.6)
 - a. Provide examples of career pathways that students can pursue (workforce, associate degree, transfer) with assistance from counseling services.

E. Transfer: To ensure student transfer readiness through an effective and expanded approach to improving basic skills, remediation, and transitional

studies. (SP 1.0) To increase the quality and accessibility of student development services to positively impact student outcomes. (SP 5.0)

1. Expand and improve linkages from basic skills through transfer courses in the college curriculum. (SP 1.6)
2. Expand the success of the College transfer function. (SP 5.3)
 - a. Identify and assist transfer-ready students to transfer to baccalaureate institutions.
 - b. Provide additional support for students in meeting transfer goal, targeting underrepresented students.
 - c. Coordinate transfer activities with the Transfer Counseling Department and the application of the Transfer Enhancement Plan.
 - d. Identify and collaborate with institutions that successfully work with community college transfer students.
3. Promote career success courses that also transfer and meet graduation requirements.

City College of San Francisco
Student Equity Plan

STUDENT EQUITY SCHEDULE OF ACTIVITIES
Based on CCSF Strategic Plan 2003-08 (SP)

1. STUDENT SUCCESS INDICATOR FOR ACCESS: "Compare the percentage of each population group that is enrolled to the percentage of each group in the adult population within the community served."

Goal 1: Access: To expand the College's outreach, recruitment, marketing, and promotional activities related to the College's programs, services, and resources. (SP 4.0) To increase the quality and accessibility of student development services to positively impact student outcomes related to student learning and retention. (SP 5.0)

Strategic Objective 1.1: Expand the number of people served by the College within the City and County. (SP 4.1)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Provide new kinds of programs and services to reach people in new ways.	1. Review ongoing partnerships with community-based organizations, expand to new partnerships, and use these partnerships to enhance outreach and recruitment and build new education programs. 2. Recruit under-employed and dislocated workers with targeted marketing.	2004-2005 2004-2005	Vice Chancellor of Student Development Dean, Outreach & Recruitment Dean, Public Information School Deans Campus Deans in collaboration, as appropriate, with Shared Governance System and Department Chairs	Medium Cost	New initiatives for marketing college programs will be developed.

b. Review curriculum scheduling and instructional delivery options for programs and courses to attract diverse and changing student populations.	1. Disseminate information on demographic changes and enrollment changes to departments for their use. 2. Conduct review of curriculum using appeal to diverse and changing populations as one criterion. 3. Enhance curriculum as appropriate if determined necessary. 4. Revise scheduling and delivery options if needed. 5. Conduct an assessment of scheduling and delivery options of course offerings.	2004-2005 2004-2005 2004-2005 2004-2005 2004-2005	Vice Chancellor Student Development Vice Chancellor Academic Affairs Dean Research, Planning & Grants in collaboration, as appropriate, with Shared Governance System and Department Chairs	Medium Cost	Comprehensive reviews and ongoing enhancements of curriculum, scheduling and delivery choices will be undertaken to ensure that College programs effectively respond to demographic change and diversity in the area.
c. Develop additional targeted marketing and outreach strategies including City of San Francisco departments and agencies and community-based organizations.	1. Develop additional marketing and outreach strategies to further reach populations where we are currently successful. 2. Market to populations which data show to be fast-growing. 3. Work with community partners as appropriate, identify populations that are in need of expanded opportunities for post-	2004-2008 2005 2004-2005	Vice Chancellor Student Development Dean Outreach & Recruitment Dean Public Information Dean Research, Planning & Grants Dean Financial Aid In collaboration, as appropriate, with: Shared Governance System Department Chairs	High Cost	Marketing and outreach strategies will be expanded to better serve all the communities and populations in our service area.

	secondary education with special emphasis on historically underserved populations.				
	4. Initiate targeted strategy to reach special population.	2004-2005			
	5. Develop and disseminate special materials to facilitate easier and expanded access to financial aid information.	2004-2005			

Strategic Objective 1.2: Recruit and support non-credit students seeking to transition to credit programs. (SP 4.2)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Recruit and support noncredit students seeking to transition to credit programs.	- Continue to recruit noncredit students for transition to credit through academic and student support services, publicity and outreach presentations. - Collect and disseminate data on (1) student awareness of credit programs, (2) outreach activities, (3) noncredit to credit transfer, and (4) success in credit programs.	2004-2008 2004-2005	Vice Chancellor Student Development Dean Outreach & Recruitment Dean Research, Planning & Grants Dean Public Information In collaboration, as appropriate, with:	High Cost	The number of students transferring successfully from noncredit to credit within CCSF will increase.

			Shared Governance System Department Chairs	
3.	Based on data and past experience, develop new initiatives for informing noncredit students and for groups underutilizing credit offerings.	2005-2006		
4.	Develop targeted support initiatives for high risk students transferring from non-credit to credit programs.	2005		
5.	Implement recruitment and support initiatives in #3 and #4 above.	2006		

Strategic Objective 1.3: Expand efforts to reach current middle and high school students, high school dropouts and high school graduates in collaboration with SFUSD and other Bay Area school districts. (SP 4.6)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Expand the use of concurrent enrollment to support under-prepared and underrepresented high school students in the College for Teens Program.	1. Develop accountability plan with standards to ensure that all dual and concurrent enrollment conforms to state requirements. 2. Develop plan to provide concurrent courses for a greater proportion of high school students. 3. Develop monitoring	2004-2005 2004-2008	Vice Chancellor Academic Affairs Vice Chancellor Student Development Assoc Vice Chancellor Workforce Development Dean Outreach & Recruitment Dean Public Information School Deans In collaboration, as appropriate, with:	No Cost	Enrollment will be maintained or increased for under-prepared and underrepresented students, including those at risk of not graduating.

	system to track student outcomes in concurrent enrollment classes. (e.g., job placement; transfer).	2005	Shared Governance System Department Chairs		
	4. Provide academic support for historically underrepresented and under-prepared students.	2004-2005			
	5. Provide additional student services support for underrepresented and under-prepared students.	Fall 2004			
b. Expand programs to reach high school students who are bound for CSU, UC, HBCS or other four-year colleges and universities.	1. Review existing programs that target high school students bound for CSU, UC, HBCS or other four-year colleges and universities.	2004-2008	Vice Chancellor Academic Affairs Vice Chancellor Student Development Assoc Vice Chancellor Workforce Development Dean Outreach & Recruitment Dean Public Information School Deans In collaboration, as appropriate, with: Shared Governance System Department Chairs	High Cost	Programs to reach high school students who are bound for CSU, UC, HBCS or other four-year colleges and universities will be expanded as appropriate.
	2. Assess demand for and prioritize need for new and/or expanded programs that reach four-year college- or university-bound high school students.	2004 – 2008			
	3. Develop new or				

	expand existing programs for four-year college- or university-bound high school students as appropriate based on findings.	2004 – 2008			
c. Expand and improve outreach to students in middle and/or high school.	1. Provide middle school students in public and private schools with an overview of CCSF for transfer, the associate's degree, vocational preparation and other educational goals. 2. Expand and improve outreach to students in high schools who are considering community college or vocational training. 3. Advertise CCSF GED and Adult High School options on radio and other media in order to reach youth or adults who have previously dropped out of high school.	Spring 2005 2004-2005 2004-2005	Vice Chancellor Academic Affairs Vice Chancellor Student Development Assoc Vice Chancellor Workforce Development Dean Outreach & Recruitment Dean Public Information School Deans In collaboration, as appropriate, with: Shared Governance System Department Chairs	Medium Cost	Outreach to students in middle and/or high school will increase and improve as appropriate; outreach to high school dropouts will increase and improve as appropriate.

Strategic Objective 1.4: Expand alternative scheduling and flexible delivery of courses. (SP 4.7)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Increase evening and weekend courses.	1. Review existing evening and weekend courses. 2. Assess demand for and prioritize need for new evening and weekend courses. 3. Develop new evening and weekend courses as appropriate based on findings.	2004-2005 2004-2005 2004-2005	Vice Chancellor Academic Affairs Vice Chancellor Student Development In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Evening and weekend, options will be increased as appropriate.
b. Increase Math bridge courses.	1. Review existing Math bridge courses. 2. Assess demand for and prioritize need for new Math bridge courses. 3. Develop new Math bridge courses as appropriate based on findings.	2004-2005 2004-2005 2005	Vice Chancellor Academic Affairs Vice Chancellor Student Development In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Increased retention and success rates in classrooms.
c. Explore the use of alternative calendars.	1. Assess need for alternatives calendars. 2. Identify new calendar if	2006-2007 2006-2007	Vice Chancellor Academic Affairs Vice Chancellor Student Development	No Cost	Provide flexibility for student enrollment.

	appropriate.	2006-2007	In collaboration, as appropriate, with: Shared Governance System Department Chairs	
	3. Implement new calendar if appropriate.			

Strategic Objective 1.5: Expand activities of the Office of Outreach and Recruitment. (SP 4.8)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Explore expansion of the scope of the Outreach/Recruitment Office.	1. Explore expansion of the scope of the Outreach/Recruitment office. 2. Develop/implement a plan to expand the collaboration between Office of Recruitment/Outreach and Office of Financial Aid addressing the new fee structure for students.	2004 - 2008 2004-2005	Vice Chancellor Student Development Dean Outreach & Recruitment Dean Student Affairs Campus Deans Dean Public Information Dean Financial Aid In collaboration, as appropriate, with: Shared Governance System Department Chairs	High Cost	Office of Outreach/Recruitment will expand as appropriate.
b. Expand role of students in outreach and recruitment.	1. Plan new efforts and strategies to expand the various roles students might play in CCSF outreach and recruitment.	2005	Vice Chancellor Student Development Dean Outreach & Recruitment Dean Student Affairs Campus Deans Dean Public Information Dean Financial Aid In collaboration, as appropriate, with:	Low Cost	Students will be more involved in outreach and recruitment as appropriate.

				Shared Governance System Department Chairs		
c. Expand outreach activities focused on campus-based programs.	1. Review existing outreach activities focused on campus-based programs.	2004-2005		Vice Chancellor Student Development Dean Outreach & Recruitment Dean Student Affairs Campus Deans Dean Public Information Dean Financial Aid	Low Cost	Outreach activities focused on campus-based programs will expand as appropriate.
	2. Assess demand for and prioritize need for new outreach activities focused on campus-based programs.	2004-2005				
	3. Develop new outreach activities focused on campus-based programs as appropriate based on findings.	2004-2005		In collaboration, as appropriate, with: Shared Governance System Department Chairs		
d. Explore ways that current students may promote the enrollment of new students.	1. Develop a plan to encourage all students to frequently disseminate CCSF information among family and friends.	2004-2005		Vice Chancellor Student Development Dean Outreach & Recruitment Dean Student Affairs Campus Deans Dean Public Information Dean Financial Aid	Low Cost	More students will promote the future enrollment of new students as appropriate.
	2. Implement plan for voluntary dissemination of information by students themselves.	2004-2005		In collaboration, as appropriate, with: Shared Governance System Department Chairs		

Strategic Objective 1.6: Expand, improve and promote greater access to financial aid resources for all credit and noncredit students, including Pell grants, college work-study, childcare, books, computers and other tools useful in the educational process, and scholarships. (SP 5.1)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
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a. Expand, improve and promote greater access to financial aid resources for all credit and noncredit students, including Pell grants, college work-study, childcare, books, computers and other tools useful in the educational process, and scholarships.	1. Redesign the new student identification and intake process to feature financial aid more prominently. 2. Market the impact of financial aid through student testimonials. 3. Identify noncredit programs that qualify or could qualify for financial aid. 4. Implement increase in noncredit hours for targeted programs 5. Redesign the financial aid application process to maximize opportunity for assistance. 6. Increase the feasibility of responding to the full financial needs of the applicants. 7. Promote the availability of scholarships in tandem with the availability of other forms of financial assistance. 8. Collaborate with the Foundation on the development of additional scholarship opportunities.	2004-2005	Vice Chancellor Student Development Vice Chancellor Academic Affairs Dean Outreach & Recruitment Dean Financial Aid Dean Educational Technology Office Dean College Development Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low Cost	All students receive access to financial aid information and its potential impact. Full financial need of all applicants is addressed through the financial aid package. Scholarships are increasingly viewed as a viable component of the financial aid package.
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Strategic Objective 1.7: Strengthen the student orientation program. (SP 5.4)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Offer credit and noncredit student orientations that inform current students about College programs.	1. Redesign the orientation programs, involving students in the process. 2. Develop multilingual presentations of the new orientation programs. 3. Involve student mentors in the delivery and follow-up to orientation programs. 4. Explore awarding credit for participation in orientation. 5. Develop multiple delivery systems, e.g., online and video, for orientation services.	2004-2005	Vice Chancellor Student Development Dean Matriculation & Assessment In collaboration, as appropriate, with: Shared Governance System Department Chairs	Medium Cost	Student orientations for credit and noncredit students effectively inform their respective clientele of College programs.
b. Develop additional student information for student orientation initiatives, student clubs, and student access to textbooks.	1. Identify essential orientation information. 2. Incorporate said information in the orientation programs.	2005	Vice Chancellor Student Development Dean Student Services Dean Student Activities In collaboration, as appropriate, with: Shared Governance System Department Chairs	Medium Cost	Information on clubs, textbook loans, and other relevant information is incorporated into the orientation program.
c. Improve user friendliness of the schedule.	1. Involve students in the review of the schedule format.	2004-2008	Vice Chancellor Student Development Vice Chancellor Academic	Low Cost	Improvements in the schedule format are identified and promoted.

	2. Develop recommendations to improve user friendliness. 3. Implement improvements.		Affairs Dean Instructional Support Dean Public Information In collaboration, as appropriate, with: Shared Governance System Department Chairs		
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Strategic Objective 1.8: Assure the delivery of a full range of student support and counseling services at all campuses. (SP 5.8)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Expand essential services to students beyond the College's normal operating hours.	1. Address needs of evening and weekend students. 2. Expand Library/Learning Resource Center and Learning Assistance Center hours. 3. Expand Student Union hours. 4. Address student access to Health Services outside the Ocean campus.	2004-2005	Vice Chancellor Academic Affairs Vice Chancellor Student Development Dean Library & Learning Resources In collaboration, as appropriate, with: Shared Governance System Department Chairs	High Cost	Increased access provided from all campuses on-site as feasible and in the virtual environment.

Strategic Objective 1.9: Ensure that the College's workforce reflects the diverse communities we serve. (SP 8.1)

a. Continue and expand efforts to recruit and hire a diverse faculty.	1. Identify hiring opportunities to achieve diverse workforce. 2. Develop and disseminate an approach to raise awareness of diversity. 3. Continue to attend job fairs, targeting marketing to populations. 4. Review and assess success of employee hiring procedures to ensure responsiveness to diversity hiring.	2004- Ongoing	Vice Chancellor Finance & Administration Vice Chancellor Academic Affairs Vice Chancellor Student Development Dean Human Resources In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low Cost	New CCSF hires continue to add to the diversity of the College workforce.
b. Pursue development strategies to cultivate and support a future corps of faculty for CCSF.	1. Implement "Grow Your Own" program and expand it based upon assessment of results.	2004-Ongoing	Vice Chancellor Finance & Administration Vice Chancellor Academic Affairs Vice Chancellor Student Development Dean Human Resources In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Long-term faculty needs and requirements are identified and hiring reflects those needs and requirements.
c. Evaluate the progress and success of the College's recruitment and hiring efforts and processes.	1. Conduct an assessment of recruitment and hiring process. 2. Review results and develop plans and recommendations.	2004-2005	Vice Chancellor Finance & Administration Dean Human Resources Dean Research, Planning & Grants In collaboration, as appropriate,	No Cost	Recruitment and hiring efforts are improved based on an assessment of those practices.

				with: Shared Governance System Department Chairs		
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Strategic Objective 1.10: Continue to develop initiatives that promote social and racial trust among all College constituencies. (SP 8.3)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Continue to develop initiatives that promote social and racial trust among all College constituencies.	1. Develop and implement a climate survey on multicultural understanding at CCSF.	2004-2005	Chancellor Vice Chancellors	No Cost	Increased levels of understanding and support of multiculturalism among CCSF personnel.
	2. Review study and make recommendations.	Fall 2004	In collaboration, as appropriate, with: Shared Governance System Department Chairs		
	3. Implement recommendations.	Fall 2004 and ongoing			
	4. Evaluate success of initiatives.	Fall 2005			

Strategic Objective 1.11: Improve and increase accurate and consistent communications among employees, students, and the larger community about College programs and activities. (SP 8.7)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Use technology for improved communication.	1. Assess college wide network capabilities to support electronic communications.	2004-2005	Vice Chancellor Finance & Administration Director Information Technology Services	No Cost	Internal communications are improved based on technological advancements.
	2. Select primary solutions for development (e.g.,	Fall 2003	In collaboration, as appropriate,		

	telecommunications, video conferences, etc.).			with: Shared Governance System Department Chairs		
	3. Implement, as appropriate.	2004 and ongoing				
b. Use traditional means to improve communication.	1. Review communication needs and information sharing opportunities with college faculty, administrators, and staff.	2004-2005		Chancellor Director Information Technology Services	No Cost	CCSF personnel have increased opportunity to share and communicate.
	2. Determine most appropriate means.	2004-2005		In collaboration, as appropriate, with: Shared Governance System Department Chairs		
	3. Implement as required.	2004-2005		Chancellor	Low Cost	San Francisco residents are informed regularly about the College's progress.
c. Provide periodic progress reports to residents of San Francisco.	1. Prepare annual report for distribution to residents.	2004-2005		In collaboration, as appropriate, with: Shared Governance System Department Chairs		
	2. Implement each year.	2004-Ongoing				
d. Continue to share research on student success.	1. Develop work plan to ensure regular research updates to the college.	2004-2005		Dean Research, Planning & Grants	No Cost	Regular research updates to the college on student success at CCSF.
	2. Implement plan.	2004-2005		In collaboration, as appropriate, with: Shared Governance System Department Chairs		
e. Improve the effectiveness of the participatory governance and consultation process to better enable various constituent groups to participate in the	1. Include assessment of participation adequacy and effectiveness in study of shared-governance.	2004-2005		Chancellor Dean Research, Planning & Grants	No Cost	Various constituency groups experience increased participation in the development and implementation of College initiatives.
	2. Develop report for Chancellor.	2004-2005		In collaboration, as appropriate, with:		

development and implementation of College initiatives.	3. Review recommendations.	2004 & ongoing	Shared Governance System Department Chairs	
	4. Implement as appropriate.			

2. STUDENT SUCCESS INDICATOR FOR COURSE COMPLETION: "Ratio of the number of credit courses that students by population group actually complete by the end of the term compared to the number of courses in which students in that group are enrolled on the census day of the term."

Goal 2: Course Completion: To continue to emphasize the strengthening and improvement of academic courses, instruction, alternative systems of delivery, and success in achieving student learning outcomes. (SP 2.0)

Strategic Objective 2.1: Provide a comprehensive student success curriculum. (SP 1.5)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Increase access to college success courses that develop study skills and other necessary skills.	1. Review current number of college success courses and workshops offered and student demand for such courses and workshops. 2. Recommend additional classes and publicity and promotion of these classes based upon review.	Fall 2004 Fall 2004	Vice Chancellor Student Development In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low Cost	Increased student access to college success courses and improved academic performance for those students.
b. Expand initiatives through which student organizations address retention issues.	1. Identify student representatives to lead review of College student organization programs.	Fall 2004	Vice Chancellor Student Development Dean Student Activities	No Cost	Increased student retention.

	2. Conduct discussion and review within student organizations.	Fall 2004	In collaboration, as appropriate, with: Shared Governance System Department Chairs	
	3. Recommend strategies for student organizations to support and promote student success within the College.	Fall 2005		

Strategic Objective 2.2: Continue to diversify the curriculum across the College. (SP 2.2)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Include multicultural teaching strategies and materials in all courses throughout the District.	1. Explore and develop multicultural teaching strategies and curriculum.	2004 - Ongoing	Vice Chancellor Academic Affairs and Student Devel. School Deans Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low-Medium Cost	Increase the number of courses that use multicultural teaching strategies and materials.
b. Strive to make multicultural perspectives and civic engagement the norm for all disciplines, as appropriate.	1. Establish a core of faculty trained in multicultural and civic engagement approaches to teaching and learning. 2. Revise and modify courses, as appropriate, including course content, assignments and teaching techniques to include multicultural	2004- Ongoing 2004- Ongoing	Vice Chancellor Academic Affairs and Student Devel. School Deans Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System	Low-Medium Cost	Increase the number of courses with multicultural perspectives; increase the number of courses with a perspective on civic engagement.

	perspectives and civic engagement issues.	2004-Ongoing	Department Chairs		
	3. Pursue additional funding to support ongoing projects and new initiatives related to multiculturalism and civic engagement.				
c. Provide faculty and staff training and professional development opportunities in multicultural perspectives.	1. Develop a long-term plan to provide professional development forums on multiculturalism and civic engagement for faculty throughout the college. 2. Seek additional funding to support plan. 3. Implement plan.	2004 2004-2005 2004-2007	Vice Chancellor Academic Affairs and Student Devel. School Deans Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Increase the number of faculty integrating multi-cultural perspectives in their courses.
d. Provide instruction that accommodates a diversity of student learning styles.	1. Continue and expand staff development activities on diverse styles of learning for current and new faculty. 2. Evaluate impact of program on instructors and students.	2004/-Ongoing 2006-2007	Vice Chancellor Academic Affairs and Student Devel. Assoc Dean Human Resources School Deans Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low Cost	Increase the number of faculty utilizing diverse modes of instruction to accommodate student learning styles.
e. Assess the College curriculum in terms of multicultural perspectives,	1. Develop assessment instrument to examine faculty views on multiculturalism.	Fall 2004	Dean Research, Planning & Grants	No Cost	A comprehensive understanding of the scope and extent of the

currency and inclusiveness as criteria for excellence.	2. Conduct a college-wide study.	Spring 2005	In collaboration, as appropriate, with: Shared Governance System Department Chairs	integration of multiculturalism as a key criterion for the education of students at CCSF.
	3. Disseminate report on findings.			

Strategic Objective 2.3: Promote instructional methods and deliveries that optimize student success, including such programs as distance/on-line learning, interdisciplinary and competency-based programs, collaborative and project based learning, learning communities, integrated learning and cross-disciplinary initiatives, as well as successful traditional methodologies.

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Promote instructional methods and deliveries that optimize student success, including such programs as distance/on-line learning, interdisciplinary and competency-based programs, collaborative and project based learning, learning communities, integrated learning and cross-disciplinary initiatives, as well as successful traditional methodologies.	1. Review literature on effective methods of delivering instruction, current methods of instructional delivery at CCSF, and make recommendations, as appropriate, for promoting alternative instructional approaches at CCSF.	Spring 2004	Vice Chancellor Academic Affairs and Student Devel. Dean Research, Planning & Grants School Deans In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Increase in the number of courses and classes using successful methods of delivery of instruction, where appropriate.
	2. Develop staff development activities on effective practices using non-traditional methods of delivering instruction.	2004- Ongoing			

Strategic Objective 2.4: Expand out-of-classroom learning activities to provide a range of opportunities, including service learning, internships, tutoring, mentoring, and cultural and recreational activities at all campuses. (SP 2.4)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Expand out-of-classroom learning activities to provide a range of opportunities, including service learning, internships, tutoring, mentoring, and cultural and recreational activities at all campuses.	1. Pursue alternative funding sources to support professional development.	2004- Ongoing	Vice Chancellor Academic Affairs Vice Chancellor Student Development Dean Student Activities Dean Research, Planning & Grants	Medium Cost	Increase the number of courses and activities offering out of classroom learning activities.
	2. Develop staff development activities on effective out of classroom practices that promote student success.	2004-2005	Assoc Dean Grants & Resource Development Assoc Dean Human Resources		
	3. Develop and implement plans for appropriate out-of-class learning activities through departments in collaboration with campuses at which classes are offered.	2005-2006	In collaboration, as appropriate, with: Shared Governance System Department Chairs		
	4. Evaluate the impact of professional development activities and the plans for out-of-class learning activities plans on student development.	2005-2006			

Strategic Objective 2.5: Expand the identification by faculty of learning outcomes and assessment of student learning at the course, program, and College levels. (SP 2.7)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. & b. Review and refine, where needed, existing policies and procedures that faculty use to assess the extent of student learning in courses and programs, including the development of appropriate assessment instruments.	1. Establish an inventory of current learning assessment practices at the College.	2004-2006	Vice Chancellor Academic Affairs and Student Devel. Dean Research, Planning & Grants	Low Cost	Inventory of current learning assessment practices at the course and program level.
	2. Establish a support network for faculty needing to modify learning assessment instruments based on student outcome data at the course and program level.	2004-2005	In collaboration, as appropriate, with: Shared Governance System Department Chairs		Ongoing support system for faculty needing to refine or modify assessment instruments based on student outcome data for courses and programs.
c. Review and refine, where needed, existing policies and/or procedures that faculty use to evaluate the effectiveness of various teaching and delivery modalities and strategies, analyze the assessment results, and modify those strategies where appropriate.	1. Establish an inventory of procedures used to evaluate teaching and delivery strategies at the College.	2004-2005	Vice Chancellor Academic Affairs Dean Research, Planning & Grants	Low Cost	Inventory procedures used to evaluate teaching and delivery strategies at the course and program level.
	2. Establish a support network for faculty to modify and refine teaching and delivery strategies at the course and program level.	2004-2005	In collaboration, as appropriate, with: Shared Governance System Department Chairs		Ongoing support system for faculty to modify and refine teaching and delivery strategies for courses and programs.

d. Develop survey instruments to assess employer, student, and alumni satisfaction with college instructional, transfer, and training programs.	1. Develop surveys for employers, current and alumni students. 2. Disseminate surveys in collaboration with departments and programs.	2004 2004-2005	Vice Chancellor Academic Affairs and Student Devel. Assoc Vice Chancellor Assoc Vice Chancellor Workforce Development Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low Cost	Satisfaction surveys of employers, students and alumni to be used by departments and programs to assess learning outcomes and satisfaction.
e. Review and refine, where needed, existing policies and procedures of the College's program review system to ensure the effectiveness in improving instructional and student development/student services programs.	1. Conduct review of current program review system and identify where the system could be improved to support instruction and student services. 2. Make recommendations to ensure effectiveness. 3. Adopt and implement recommendations.	2004-2005 2004-2005 2005-2006	Vice Chancellors Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Modification to program review system to support instructional and student services programs.

Strategic Objective 2.6: Expand staff development opportunities for faculty in the development and implementation of learning assessment initiatives. (SP 2.8)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Expand staff development opportunities for faculty in the development and implementation of learning assessment initiatives.	1. Develop work plan to provide professional development on learning assessment practices. 2. Seek alternative funding sources to support activities. 3. Implement plan over duration of the Student Equity Plan.	2004 2004- Ongoing 2004 – Ongoing	Vice Chancellor Student Development Dean Research, Planning & Grants Assoc Dean Human Resources In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Increased opportunities for faculty to know more about learning assessment.

Strategic Objective 2.7 Strengthen and expand educational technology programs. (SP 7.1)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Support the institutionalization of on-line learning classes, as appropriate, based upon evaluation of course effectiveness.	1. Review current on-line classes for levels of enrollment and for student and faculty satisfaction. 2. Identify courses that require institutionalization. 3. Recommend courses for institutionalization.	2004 2004 Fall 2004	Vice Chancellor Academic Affairs Dean Education Technology	No Cost	Institutionalization of appropriate on-line classes based upon effectiveness.

	4. Institutionalize courses.	Fall 2004			
b. Explore and evaluate the use of interactive television (IPTV) to deliver educational programming to students at various campuses.	1. Conduct preliminary assessment. 2. If assessment findings support the use of IPTV, then undertake steps 3-5 as appropriate. 3. Review and expand feasibility assessment. 4. Conduct technical review of options. 5. Complete plan for implementation.	2004 Fall 2004 Spring 2005 Spring 2005 Spring 2005	Vice Chancellor Finance & Administration Vice Chancellor Academic Affairs Dean Education Technology Campus Deans In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Plan for IPTV is complete, approved and ready for implementation.
c. Provide faculty with access to the appropriate training and equipment to improve the use of technology for instruction in traditional classroom settings, technology-enhanced instruction, and distance education.	1. Develop professional development plan. 2. Implement plan. 3. Evaluate activities. 4. Explore possibility of transforming all classrooms into "Smart Classrooms."	2004 2004 2005 2005	Dean Education Technology Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Long-term plan for faculty to improve the use of technology for instruction is complete, approved, and ready for implementation. Classrooms support technology-enhanced instruction.

d. Evaluate effectiveness of instructional technologies in contributing to student progress and success.	1. Develop evaluation plan. 2. Conduct assessment. 3. Complete evaluation and review.	2005 2005 2006	Dean Research, Planning & Grants Dean Education Technology In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low Cost	Complete evaluation of effectiveness of instructional technologies is used to determine future improvements.
e. Improve the programming on the education access television channel, through collaboration with SFUSD and other agencies.	1. Continue to develop an evaluation and planning process. 2. Conduct comprehensive assessment with consultant assistance. 3. Prepare report and recommendations. 4. Review and make decisions. 5. Implement. 6. Continue to add Closed Captioning and stream the programs onto the Web.	2004 2004 2004 2005 2005 2005	Vice Chancellor Academic Affairs Dean Liberal Arts In collaboration, as appropriate, with: Shared Governance System Department Chairs	Medium Cost	The revamped educational access television channel provides improved programming that meets the needs of both the CCSF community and those of SFUSD and other agencies.
f. Expand capacity of student support services with computerized assessment centers, electronic educational planning, transcript services, and certificate/degree/transfer audit programs.	1. Develop plan for technology enhancements. 2. Schedule resources and approve execution plan. 3. Implement enhancements in	2004 2004 2004- Ongoing	Vice Chancellor Student Development Director Information Technology Services In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Computerized assessment centers, electronic educational planning, transcript services, and audit programs become available to CCSF students and support services staff throughout

	phases.	Spring 2005	Director Information Technology Services	Medium Cost	the year.
g. Explore a one-stop portal for students and employees.	1. Evaluate practicality of portals and select portal system, as appropriate. 2. Implement, if appropriate. 3. Expand services provided under Banner Web 4 and other parts of the CCSF Web page.	Spring 2005 2005- Ongoing Fall 2005- Ongoing	In collaboration, as appropriate, with: Shared Governance System Department Chairs		A one-stop portal for students and employees is in operation.
h. Continue to improve the quality of computer labs and expand access for all students.	1. Develop an inventory of computer labs and equipment; develop timeline for equipment replacement. 2. Undertake comprehensive planning process to determine improvement program. 3. Implement plan. 4. Add Ethernet port access for students on their own laptops. 5. Provide accessible workstations with wheel chair access in computer labs.	2004 2004 Fall 2005 Fall 2005 Fall 2005	Vice Chancellor Academic Affairs Vice Chancellor Finance & Administration Dean Education Technology In collaboration, as appropriate, with: Shared Governance System Department Chairs	High Cost	Computer labs are improved throughout the year, based on a comprehensive planning process.
i. Provide staff development and training opportunities for	1. Conduct workshops and in-service training sessions.	2004- Ongoing	Dean Education Technology	Low Cost	A comprehensive plan for staff development

all CCSF employees in the use of technology and in applications of technology to enhance teaching and learning.				In collaboration, as appropriate, with: Shared Governance System Department Chairs		and training is complete, approved and ready for implementation.
j. Use technology-mediated instruction to reach students, including home-bound adults, working adults, and students needing GED preparation in English, and other languages as available.	1. Utilize assessment of distance education program to determine feasibility of GED prep. 2. Identify best practices among other post-secondary institutions and state/local organizations utilizing tech-mediated instruction. 3. Develop plan. 4. Implement as appropriate.	Fall 2005 Spring 2006 Spring 2006 Fall 2006 and ongoing	Vice Chancellor Academic Affairs Vice Chancellor Finance & Administration Dean Education Technology In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Home-bound adults, working adults, students needing GED preparation in English and other languages remotely access instruction using technology.	

Strategic Objective 2.8: Promote professional development and ensure that it is available to all CCSF employees.
(SP 8.2)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Continue professional development for faculty, staff, and administrators on critical topics including technology, global education, subject-specific areas, diversity training, access for disabled persons, leadership development, instructional methods, and conflict resolution.	1. Review professional development programs and activities.	2004-2005	Vice Chancellor Academic Affairs	No Cost	Faculty, staff and administrators engage in comprehensive, cohesive professional development.
	2. Develop Comprehensive Staff Development Plan that uses in-house resources wherever possible and links back to all training specified throughout these Schedules.	Spring 2004	Vice Chancellor Student Development Vice Chancellor Finance & Administration Dean Research, Planning & Grants		
	3. Identify and assess necessary resources and plans for seeking alternative resources.	Fall 2004	In collaboration, as appropriate, with: Shared Governance System Department Chairs		
	4. Implement Comprehensive Staff Development Plan.	Fall 2004			
	5. Fully inform all employees of staff development activities.	2004- Ongoing			

b. Conduct periodic assessments of the needs for professional development including input from all key College constituencies.	1. Institute regular needs assessments for use in generating and updating a Comprehensive Staff Development Plan. 2. Implement professional development activities that reflect the needs assessments.	2004- Ongoing	Vice Chancellors Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Professional development plans reflect the evolving needs of all key College constituencies.
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3. **STUDENT SUCCESS INDICATOR FOR E.S.L. AND BASIC SKILLS COMPLETION:** “Ratio of the number of students by population group who complete a degree-applicable course after having completed the final ESL or basic skills course to the number of those students who complete such a final course.”

Goal 3: ESL and Basic Skills Completion: To ensure student access, progress and success through an effective and expanded approach to improving basic skills, remediation, and transitional studies including instruction, academic and student support services, and other services as necessary. (SP 1.0)

Strategic Objective 3.1: Expand and improve programs and activities that focus on basic skills. (SP 1.1)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Examine effective retention practices, strategies, and models such as those that increase the intensity of coursework and that accelerate the work in basic skills.	1. Review literature and CCSF practices for effective practices in basic skills. 2. Develop report to college on effective	2004 Fall 2004	Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	A comprehensive review of effective practices promoting success in basic skills will be completed and the results disseminated to the college community.

	practices/models with recommendations for CCSF.	Fall 2004		
	3. Disseminate report to College.			

Strategic Objective 3.2: Increase success rates for students with basic skills needs. (SP 1.2)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Analyze English and math sequences to ascertain where student success can be increased.	1. Develop report to college on success in basic skills in English and Math sequences. 2. Disseminate report to College.	Spring 2004 Spring 2004	Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	A comprehensive review of English and Math sequence in basic skills will be completed and the results disseminated to the college community.
b. Continue to expand the use of alternative methods of instruction and academic support.	1. Based upon reports on effective practices, expand effective methodologies, programs, and academic support activities that promote basic skills success.	2004 – Ongoing	Vice Chancellor Academic Affairs Vice Chancellor Student Development In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low Cost	An expansion of alternative methods of instruction and academic support to meet basic skills needs.

Strategic Objective 3.3: Expand access for students needing basic skills courses. (SP 1.3)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Ensure that part-time students receive the same opportunities as full-time students.	1. Review part time student enrollment patterns to determine if part time students have appropriate access to basic skills classes and academic support as full time students. 2. Review schedule of basic skills classes and academic support to ensure availability of classes during day and evening, and at all appropriate campus sites. 3. Recommend, if needed, expansion of basic skills classes at appropriate campus sites.	2004 – Ongoing 2004- Ongoing	Vice Chancellor Academic Affairs Dean Instructional Support In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost Low-Medium Cost	Part time students receive same opportunities as full time students to access basic skills classes. Additional funding for basic skills education.
b. Determine and advocate for funding at the state level.	1. Develop a focused advocacy campaign at the State level for more funding for basic skills education.	2004 – Ongoing	Chancellor Dean Governmental Relations In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	

Strategic Objective 3.4: Provide a comprehensive student success curriculum. (SP 1.5)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Increase access to college success courses that develop study skills and other necessary skills.	1. Review current number of college success courses and workshops offered and student demand for such courses and workshops. 2. Recommend additional classes and publicity and promotion of these classes based upon review.	Fall 2004 Fall 2004	Vice Chancellor Student Development In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost Low – Medium Cost	Increased student access to college success courses and improved academic performance for those students.
b. Expand initiatives through which student organizations address retention issues.	1. Identify student representatives to lead review of College student organization programs. 2. Conduct discussion and review within student organizations. 3. Recommend strategies for student organizations to support and promote student success within the College.	Fall 2004 Fall 2004 Fall 2005	Vice Chancellor Student Development Dean Student Activities In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Increased student retention.

Strategic Objective 3.5: Expand the College's organizational capacity to address needs of basic skills students.
(SP 1.7)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
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a. Expand the College's organizational capacity to address needs of basic skills students.	1. Analyze and make recommendations for support of basic skills students. 2. Convene a Basic Skills Summit consisting of faculty, students, other CCSF staff and stakeholders from the external community.	Spring 2006	Chancellor Vice Chancellors In collaboration, as appropriate, with: Shared Governance System Department Chairs	No Cost	Increase in the College's capacity to achieve higher levels of success for basic skills students.
	3. Based upon the deliberations of the Summit, develop recommendations to expand college capacity to support needs of basic skills students.	Spring 2006			
	4. Implement recommendations.	Fall 2006			
		Spring 2007			

Strategic Objective 3.6: Use skills-across-the-curriculum to enhance study skills and reinforce learning in the essential subject areas of reading, writing, and math. (SP 2.5)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Continue to promote and expand student success skills, including communication skills (speaking and listening), study skills, information competency skills and time management.	1. Develop professional development activities on incorporating the development of student success skills in courses.	2004-Ongoing	Vice Chancellor Academic Affairs Vice Chancellor Student Development Dean Research, Planning & Grants Assoc Dean Grants & Resource	No Cost	Increase in numbers of students with student success skills.

	2. Seek alternative funding to support activities.	2004-2005	Development Assoc Dean Human Resources	
	3. Evaluate program breadth and numbers of faculty promoting student success skills.	2005-2006	In collaboration, as appropriate, with: Shared Governance System Department Chairs	

Strategic Objective 3.7: Integrate basic skills, ESL, and other appropriate academic instruction with workforce education programs. (SP 3.2)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Integrate basic skills, ESL, and other appropriate academic instruction with workforce education programs.	1. Review of current status of integration of basic skills and ESL into programs.	2004- Ongoing	Vice Chancellor Academic Affairs and Student Devel. Assoc Vice Chancellor Workforce Development	No Cost	Increase the number of workforce programs integrated with basic skills and ESL.
	2. Recommend modifications to current programs and integrate into new programs, appropriate basic skills, ESL and other academic instruction.	2004- Ongoing	In collaboration, as appropriate, with: Shared Governance System Department Chairs		
	3. Implement modifications.	2004- Ongoing			

4. Student Success Indicator for Degree and Certificate Completion: "Ratio of the number of students by population group who receive a degree or certificate to the number of students in that group with the same informed matriculation goals."

Goal 4: Degree and Certificate Completion: To continue to emphasize the strengthening and improvement of academic programs. (SP 2.0) To increase the quality and accessibility of student development services to positively impact student outcomes related to graduation and job placement. (SP 5.0)

Strategic Objective 4.1: Address and resolve graduation requirement issues. (SP 2.1)

[illegible]

Strategic Objective 4.2: Expand College retention programs for underserved and underrepresented students of color.
(SP 5.5)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Expand activities of the Latino Services Network.	1. Increase outreach to students interested in LSN programs and services. 2. Expand collaborative programming with academic	2004-Ongoing	Vice Chancellor Student Development Vice Chancellor Academic Affairs Dean Outreach & Recruitment Director Latino Services	Low Cost	Increased access, achievement, and graduation among LSN participants.

	departments.		Network	
	3. Expand scholarship opportunities.		In collaboration, as appropriate, with: Shared Governance System Department Chairs	
b. Expand African American Scholastic Programs.	1 Increase outreach to local high schools and CBO's. 2. Expand collaborative programming with academic departments. 3. Expand scholarship opportunities.	2004-2005	Vice Chancellor Student Development Vice Chancellor Academic Affairs Dean Outreach & Recruitment Dean African American Scholastic Programs In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low Cost
c. Assess needs and feasibility of establishing retention programs for other underserved populations, e.g., Filipino and Native American Students.	1 Prepare a needs assessment to identify a viable target population. 2. Develop conceptual frame-work for the proposed program using best practices. 3. Conduct a feasibility study to ascertain the potential of said targeted retention program.	2004-2005	Dean, Student Support Services In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low Cost
				Assessment of needs and feasibility completed with recommendations regarding future development.

Strategic Objective 4.3: Promote lifelong learning development, including skill upgrades and career ladders guidance.
(SP 5.6)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Provide examples of career	1 Identify high demand fields	Fall 2005	Assoc Vice Chancellor	Low Cost	Sample career pathways

pathways that students can pursue with assistance from counseling services. e.g., workforce, associate degree, and transfer,	open to the development of critical pathways. 2. Develop pathways in multiple high demand fields. 3. Assist student in identifying educational majors and career goals. 4. Promote the identified career pathways with teaching and counseling faculty associated with students enrolled in or interested in each field.	Workforce Development Dean Student Support Services In collaboration, as appropriate, with: Shared Governance System Department Chairs	identified for high demand fields incorporating workforce development, associate degree and transfer programs
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5. **Student Success Indicator for Transfer:** "Ratio of the number of students by population group who complete a minimum of 12 units and have attempted a transfer level course in mathematics or English to the number of students in that group who actually transfer after one or more (up to six) years."

Goal 5: TRANSFER: To ensure student transfer readiness through an effective and expanded approach to improving basic skills, remediation, and transitional studies. (SP 1.0) To increase the quality and accessibility of student development services to positively impact student outcomes. (SP 5.0)

Strategic Objective 5.1: Expand and improve linkages from basic skills through transfer courses in the college curriculum.
(SP 1.6)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Expand and improve linkages from basic skills through transfer courses in the college curriculum.	1. Conduct review and analysis of linkages of current academic support programs for basic skills students to progress through transfer courses.	Spring 2005	Vice Chancellor Student Development Vice Chancellor Academic Affairs Dean Student Services Assoc Dean Grants & Resource Development	No Cost	Increased student success among basic skills students reaching transfer level courses.
	2. Recommend steps to expand and improve current programs.	Fall 2005	In collaboration, as appropriate, with: Shared Governance System Department Chairs		
	3. Pursue additional funding to support expansion and improvement of current funds.	Spring 2006			
	4. Implement recommendations.				

Strategic Objective 5.2: Expand the success of the College transfer function. (SP 5.3)

Activities	Actions	Timetable	Responsibility	Resources	Outcomes
a. Identify and assist transfer-ready students to transfer to baccalaureate institutions.	1. Design a transfer-ready student identification strategy. 2. Develop technological tools. 3. Develop communications and support system. 4. Implement the enhanced transfer system.	Spring 2004	Dean Student Support Services In collaboration, as appropriate, with: Shared Governance System Department Chairs	Medium Cost	Transfer-ready students are identified and supported, increasing transfer success.
b. Provide additional support for students in meeting transfer goals, targeting underrepresented students.	1. Identify target students upon entry. 2. Provide career success courses and workshops. 3. Contact all interested students within their first year. 4. Provide collaborative counseling support to improve transfer success.	Fall 2004	Dean Student Support Services In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low Cost	Students interested in transfer are identified and counseled early, resulting in more timely and successful transfer.
c. Identify and collaborate with institutions that successfully work with community college transfer students.	1. Conduct a study of transfer student success in key fields at major transfer institutions. 2. Identify the top ten transfer institutions by success rates. 3. Collaborate with targeted institutions to increase student access and expand articulation agreements.	Spring 2004	Dean Student Support Services Dean Research, Planning & Grants In collaboration, as appropriate, with: Shared Governance System Department Chairs	Low Cost	Transfer pathways to collaborating institutions accelerate and expand.

City College of San Francisco
Student Equity Plan

IV. BUDGET- SOURCES OF FUNDING

The City College of San Francisco (CCSF) Office of Planning, Research and Grants prepared the following information on budget resources:

There are three categories of budget resource support for CCSF's student equity activities. They are as follows:

1. Special Permanent Retention/Success Programs

City College of San Francisco supports nine programs that address the needs of student populations that are most in need of additional support to achieve their educational goals. Program funding comes from both unrestricted general funds of the college and special grant funds. The programs are: African-American Scholastic Programs, Disabled Student Programs and Services, Extended Opportunity Programs and Services, Homeless/At Risk Students Program, Learning Assistance Center, Latino Services Network, Math Bridge, Puente Project, Writing Success Project and Asian Pacific American Student Success Program.

Approximate cost per student in major support services programs are as follows:

<u>Program</u>	<u>Per Student</u>
African American Scholastic Prog.	\$ 1,527
Disabled Students Program/Services	\$ 967
EOPS Program	\$ 1,107
Homeless/ At-Risk Program	\$ 688
Learning Assistance Center	\$ 55
Latino Services Network	\$ 1,763
Math Bridge Program	\$ 2,518
Puente Project	\$ 2,297

Writing Success Project	\$ 1,180
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Asian Pacific American Student Success Program	\$ 305
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2. Grant-funded Programs

The College has an on-going institutional advancement program supported by the Office of Development and the Office of Research, Planning and Grants. Currently, the College has raised XX million for scholarships for students needing additional financial aid, and won grant awards totaling XX million for projects including: On-Ramp to Biotech (NSF Partnerships for Innovation); Bridge to Biotech (NSF Course, Curriculum and Laboratory Improvement); Bio-Link National Center for Biotechnology Education (NSF Advanced Technological Education); Bridges to the Baccalaureate (NIH); Title III, Strengthening Institutions (U.S. Department of Education); National Articulation and Transfer Network (U.S. Department of Education and Lumina).

3. Unrestricted General Fund Support

Additional funding support for student equity is integrated into operational budgets within the College. Examples of integrated budget support for student equity include the College's ESL programs (credit and non-credit), student development counseling and advisement services; instructional technology; academic tutoring and mentoring; the Office of Outreach and Recruitment.

City College of San Francisco has an annual unrestricted budget of \$161,644,395 for fiscal year 2004-05. Since much of the CCSF Student Equity Plan is based on existing programs and personnel, most of the budgetary support will be in-kind contributions using current staff, faculty and administration.

In order to implement its Student Equity Plan, CCSF has identified the following strategies to secure sufficient funding:

- a. Monitor and advocate for state funding formulas and public policies that affect CCSF funding.
 - i. Pursue full equity funding for noncredit programs and courses.
 - ii. Pursue increases to base funding.
- b. Monitor and advocate for funding formulas equitable for CCSF, its students, faculty, and classified staff.
- c. Review and improve efficient use of resources.
 - i. Review the allocation of personnel to optimize the use of staff.

- ii. Seek to eliminate mundane time-consuming processes.
- d. Expand activities to secure alternative resources.
 - i. Develop a capital campaign for the College.
 - ii. Explore the establishment of planned- and deferred-giving funding options through the Foundation.
 - iii. Explore a "Friends of the College" initiative.
 - iv. Continue to develop the CCSF Foundation Board.
 - v. Use grants to leverage other resources.
 - vi. Increase contract and continuing education programming.
 - vii. Create more strategic alliances and partnerships that provide opportunities for sharing instructional and student support services costs.
 - viii. Significantly improve external and internal signage for campus facilities, as needed, throughout the College.
 - ix. Ensure access to all campuses for persons with disabilities

COSTS BY PROGRAM AREA & ACTIVITY

Budget: Outreach and Recruitment Office

Student Outreach and Recruitment	\$ 65,000-85,000
Outreach to High Schools	\$ 20,000-30,000
Develop Student Info Materials	\$ 30,000-\$40,000

Budget: Academic Affairs Office

Curriculum Review and Scheduling	\$10,000-\$20,000
Improve Class Schedule	\$ 5,000-\$10,000
Develop Multicultural Teaching	\$ 5,000-\$10,000
Develop Multicultural Curriculum	\$ 5,000-\$20,000
Identify Diverse Learning Styles	\$ 5,000-\$10,000
Expand Off-Campus Learning Opportunities	\$ 5,000-\$10,000
Develop Student Assessment Instruments	\$ 5,000-\$10,000
Evaluate Teaching Strategies	\$ 5,000-\$10,000
Improve Access to Tele-courses	\$ 10,000-\$20,000
Improve Distance Learning Programs	\$ 10,000-\$20,000
Develop Alternative Teaching Methods	\$ 5,000-\$10,000
Develop Study Skill Courses	\$ 5,000-\$10,000

Budget: Research, Planning and Grants Office

Marketing and Research	\$ 10,000-\$20,000
Develop Employer Needs Survey	\$ 5,000-\$10,000
Collaborate with Transfer Institutions	\$ 5,000-\$10,000

Budget: Counseling Services Office

Transition from Non-Credit to Credit	\$ 5,000-\$10,000
Greater Access to Financial Aid	\$ 5,000-\$10,000
Student Orientation	\$ 10,000-\$20,000
Improve One-Stop Student Center	\$ 10,000-\$20,000
Develop Career Pathways	\$ 5,000-\$10,000
Support Transfer-Ready Students	\$ 10,000-\$20,000

Budget: Library & Learning Resources Office

Expand Learning Resource Hours	\$ 20,000-\$40,000
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Budget: Public Information Office

Send Progress Reports to Residents	\$ 5,000-\$10,000
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Budget: Information Technology Office

Improve Student Computer Labs	\$ 50,000-\$100,000
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City College of San Francisco
Student Equity Plan

**Program Evaluation of Student Equity Plan
(Based on CCSF Strategic Plan, 2003-2008)**

To monitor the strategic initiatives of its Student Equity Plan, City College of San Francisco will produce annual reports on its progress and achievements. The reports will serve as a barometer on whether the institution is achieving its plan for student equity. "Student success indicators" will also provide the college community with a set of performance measures in each of the five basic areas. (The numbers in parenthesis identify the core indicators from the Strategic Plan, 2003-2008.) The underlined items are new indicators that were not previously in the strategic plan.

A. Access

The major indicator for performance in this area is the annual percentage of the adult population served by the College in San Francisco compared to its surrounding community. CCSF had the option of using population data from a 30-mile radius or from the City and County of San Francisco. It chose the latter. In the past, CCSF had the highest rate of adults from historically underrepresented groups in the state.

Core Indicators (by population groups):

1. Percentage of adult population served by CCSF. (4.1)
2. Enrollment trends of current high school students at CCSF. (4.2)
3. Number of students transferring from non-credit to credit programs. (4.4)
4. Percentage of first time students placed in pre-collegiate Math, English, ESL courses. (1.1)
5. Student access to pre-collegiate courses. (1.2)
6. Number of students receiving financial aid annually. (5.1)
7. Number of unduplicated students receiving student services annually. (5.2)
8. Student satisfaction with student development services. (5.3)
9. Level of student satisfaction with college climate. (8.1)
10. Progress toward diversification of College employees. (8.2)
11. Level of employee satisfaction with College services. (8.3)

B. Course Completion

During the next three years, the College will be identifying measures to assess student learning outcomes at the course level.

Core Indicators (by population groups):

1. Percent and number of students successfully completing courses. (2.1)
2. Number of students enrolled into courses on census day. (New)
3. Assessment measures of student learning outcomes at the course level. (2.6)
4. Level of student satisfaction with technology-enhanced courses. (7.2)

C. ESL and Basic Skills Completion

An annual report will be prepared containing information on instructional and student support programs and interventions that foster high levels of success for ESL and basic skills students.

Core Indicators (by population groups):

1. Overall student success rates in ESL and basic skills courses. (1.3)
2. Completion rates for students in ESL and basic skills programs. (1.4)
3. Number of ESL and basic skills students who complete a final ESL or basic skills course.(New)
4. Number of ESL and basic skills students who complete a degree-applicable course after completing the final ESL or basic skills course. (New)

D. Degree and Certificate Completion

Progress will be measured by the number of certificates and degrees earned by CCSF students.

Core Indicators (by population groups):

1. Number of students who indicated during matriculation that they would like to obtain a degree or certificate as their goal. (New)
2. Number of students attaining degrees and certificates. (2.2)
3. Successful completion of vocational courses. (3.1)
4. Number of certificates achieved annually. (3.2)
5. Assessment measures of student learning outcomes at the program and college-wide levels. (2.6)
6. Satisfaction of CCSF graduates. (2.5)

E. Transfer

The annual report will indicate the numbers of students transferring to a baccalaureate institution and the number of students achieving “transfer ready” status at CCSF.

Core Indicators (by population groups):

1. Number of students who completed a minimum of 12 credit units and have attempted a transfer-level course in English or math. (New)
2. Number of students who completed a minimum of 12 credit units and have attempted a transfer-level course in English or math and who actually transferred after 1-6 years. (New)
3. Annual number of students transferring to CSU and UC institutions. (2.3)
4. Annual number of students achieving a transfer-prepared and transfer-ready status. (2.4)



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

Date: February 24, 2005

W1

To: Board of Trustees

From: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: REAL ESTATE

**Authorization to modify Board Resolution No. 031204-W2 which accepted the bid and conditions to purchase the District property at 2550-2560 Mission Street offered by Gus Murad and Associates
(Resolution No: 050224-W1)**

BACKGROUND INFORMATION:

By Board Resolution No.031204—W2, the Board of Trustees authorized the acceptance of a bid and conditions to purchase the District property at 2550-2560 Mission Street offered by Gus Murad and Associates at a price of \$4,500,000 subject to the rights of the tenant in possession. Since then, the District successfully challenged and won a lawsuit filed by the current tenant of the Value Giant seeking to purchase the property. Additionally, the theater was given landmark status and just before closing the transaction with the buyers, Gus Murad and Associates, the District was asked to participate in a mediation mandated by the purchase agreement over price and terms based on the premise that the landmarking of the theater diminished the value of the property.

The mediation was held at Judicial Arbitration Mediation Systems (JAMS), but was unsuccessful in bringing about a resolution. After the mediation, administrators and the buyers agreed to the following:

1. That the purchase price be \$4,350,000.
2. That the deal close no later than June 20, 2005
3. That the Buyer pay to City College \$2.5 million at COE with the rest paid in two equal payments no later than 24 months after close of escrow and 36 months after close of escrow.

RECOMMENDATION:

NOW, THEREFORE, BE IT RESOLVED: That the Board of Trustees approve a modification of Board Resolution No. 031204-W2 which

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accepted the bid and conditions to purchase the District property at 2550-2560 Mission Street offered by Gus Murad and Associates, and

Further Be it Resolved: That the Board of Trustees approve a modification in price and conditions to include the following: 1) That the purchase price be \$4,350,000; 2) That the deal close no later than June 20, 2005; 3) That the buyer pay to City College \$2.5 million at the Close of Escrow with the rest paid in two equal payments no later than 24 months after close of escrow and 36 months after close of escrow, and

Further Be It Resolved: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designees are hereby authorized to execute such a purchase agreement on behalf of the San Francisco Community College District.

Peter Goldstein, Originator



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE:

February 24, 2005

W2

TO:

Board of Trustees

FROM:

Dr. Philip R. Day, Jr., Chancellor

Subject:

REAL ESTATE

Authorization to approve additional costs for lease hold improvements at the 3rd floor of 375 Alabama Street in the amount of \$600,000.

(Resolution No. 050224-W2)

BACKGROUND INFORMATION:

On April 29, 2004, the Board authorized a 30 month lease with B.B. & K. Capital Corporation for 54,000 square feet on the 3rd floor of 375 Alabama Street at a cost of \$2.9 million under Board Resolution Number 040429-W2 in an effort to minimize costs for the construction of the new Mission Campus. The cost included \$1.3 million for lease hold improvements.

Due to HVAC and acoustic problems discovered upon move-in and the concerns regarding the impacts to the students, staff and faculty of the Mission Campus, it is now necessary to implement measures to mitigate these impacts for the well being of its occupants. The additional work, acoustical wall panels, additional drywall partitions, operable windows and air conditioning will cost an additional \$600,000.

SHARED GOVERNANCE REVIEW:

Yes ☐; No ☒; if yes, which committee: _____

Date of Review: _____

RECOMMENDATION:

RESOLVED: That the District administration be authorized to increase lease hold improvement costs with B.B. & K. Capital Corporation in the amount of \$600,000, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist

02/24/05 – W2 page 1

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FOR INFORMATION ONLY

Honorable Board of Trustees of the San Francisco Community City College District

Subject: Report on contract activity from January 28, 2005 – February 24, 2005,
City College of San Francisco.

This report is for information only on City College of San Francisco contract activity, January 28, 2005 – February 24, 2005.

Grants involving greater than \$500,000 and less than a \$50,000 cash match:

None.

Grants involving less than \$500,000 and less than a \$50,000 cash match:

Mayor's Office of Community Development – The Small Business Development Center (SBDC) has submitted a proposal to leverage its relationship with UCSF and Lennar/BVHP and utilize CCSF's two Bayview campuses (Evans and Southeast) to deliver expanded services to the Southeast sector of San Francisco. The SBDC further proposes to continue an expanded citywide effort to support new and existing restaurants, thereby creating and retaining moderate income jobs in that industry. Funds requested are in the amount not to exceed \$125,000 for the period of July 1, 2005 – June 30, 2006.

Steven Glick, Originator

William and Flora Hewlett Foundation / Carnegie Foundation for the Advancement of Teaching – CCSF has received a grant to support faculty development in basic skills instruction. Funds are in the amount not to exceed \$99,983 for the period of January 1, 2005 – December 31, 2005.

Bruce Smith, Originator

San Francisco Department of the Environment – CCSF has applied for an Environmental Justice Grant through the San Francisco Department of the Environment. The proposal would go toward establishing an Emission Reduction Biodiesel Education & Training Program that would provide biodiesel training, internship opportunities and job development for residents of Bayview Hunters Point. The request is in the amount not to exceed \$53,904 for the period of July 1, 2005 – June 30, 2006.

Phyllis G. McGuire, Originator

Leong Man Way Scholar in Residence Program – CCSF's International Education Programs submitted a proposal to the Leong Man Way Scholar in Residence Program and has been selected to administer this comprehensive three-month study program that includes intensive academic training in English language and ESL methodology. The program also includes an extensive schedule of activities for cultural enrichment. International Education Programs will administer the grant award of \$12,000, beginning March 1, 2005 with no end date.

Joanne Low, Originator

United Way of the Bay Area – CCSF's Department of Child Development and Family Studies submitted a request for and received funds from the United Way of the Bay Area to provide leadership development activities to emerging Early Care and Education leaders. Activities include a retreat, a dinner/lectures series, and a final evaluation session. The amount requested and received is \$75,000 for the period February 1, 2005 through January 31, 2006.

Lawrence C. Klein, Originator

San Francisco CARES – CCSF's Department of Child Development and Family Studies will receive additional funds from Wu Yee Children's Services to provide academic advising, career advising, and professional development through the San Francisco Early Childhood Professional Development Project. This funding will also support the supplemental credit instruction offered through the Child Development and Family Studies Department. The additional amount awarded is \$180,000 for the fiscal year, 2004-2005. For further information, please refer to the FIO resolution, 030424.

Lawrence C. Klein, Originator

The Bella Vista Foundation – The Bella Vista Foundation (formerly the Kirkwood Family Foundation) has notified CCSF's Department of Child Development/Family Studies that a no-cost extension to the Kirkwood Family Foundation Grant has been approved and will extend through December 31, 2005. The grant was assigned to support parent/child classes in the Mission District of San Francisco. For further information, please refer to original resolution number, 011115-B21, 040122-FIO.

Lawrence C. Klein, Originator

Grant-Funded Contracts involving less than \$50,000:

MetLife Foundation / Temple University – CCSF's Project SHINE has received a subaward from Temple University to continue providing health literacy instruction and health information to address access needs of elderly ESL populations. Funding

originates from the MetLife Foundation Health Literacy Initiative. Funds are in the amount not to exceed \$10,000 for the period of January 1, 2005 – June 30, 2005. Indirect costs are not permitted.

MaryLou Leyba-Frank, Originator

California Department of Education – The California Early Childhood Mentor Program will utilize grant funds awarded by the California Department of Education to contract with Menlo College to hold the 13th Annual Mentor Institute and Advanced Director Mentor Institute for individuals involved in the Program. The contract is in the amount of \$18,845 for the period of June 2, 2005 – June 4, 2005 (which aligns with the dates of the Institute).

Lawrence C. Klein and Linda Olivenbaum, Originators

California Department of Education – The California Early Childhood Mentor Program will utilize grant funds awarded by the California Department of Education to contract with the McCormick Tribune Center for Early Childhood Leadership to deliver assessor training to Mentor Program participants on the Program Administration Scale (PAS). The McCormick Tribune Center's lead trainer, Teri Talan, is co-author of the PAS. The training will be held February 21, 2005 – February 23, 2005 in Los Angeles. The contract amount is \$9,000.

Lawrence C. Klein and Linda Olivenbaum, Originators

Mayor's Department of Children, Youth, and their Families (DCYF) / Child Care Law Center – DCYF recently awarded the Child Care Law Center \$8,000 to support the Child Development and Family Studies Department, Family Child Care Training Initiative. The Child Care Law Center has requested that City College of San Francisco's Child Development and Family Studies Department conduct five, one-unit credit courses. The cost of the classes will not exceed \$8,000 for the fiscal year 2004-2005.

Lawrence C. Klein, Originator

National Science Foundation / Bio-Link – Bio-Link has established a contract with Deb Newberry to serve as a guest speaker during the California State University Program for Education and Research in Biotechnology's (CSUPERB) 17th annual symposium. The contract is in the amount of \$1,060 for the period of January 14, 2005 – January 17, 2005.

Robert Gabriner, Originator

National Science Foundation / Bio-Link – Bio-Link will contract with Katherine Whelchel to provide project management for the faculty internship project funded by NSF through

a supplemental grant to Bio-Link for this purpose. The contract is in the amount of \$12,000 for the period of February 14, 2005 – June 30, 2005.

Robert Gabriner, Originator

Grants involving less than \$500,000 and less than a \$50,000 cash match:

The Lumina Foundation for Education/National Articulation and Transfer Network (NATN) – Four regional work groups (pilot sites) have submitted proposals to operationalize the work of NATN work groups related to transfer agreements and the CollegeStepz web site through the institutions' local Articulation and Transfer Councils to forge new articulation pathways and assist students in the transfer process. The four sites are: San Antonio College, Houston Community College System, Georgia Perimeter College, and Community College of Baltimore County. Funds awarded in the amount not to exceed \$40,000 for each site for the period of March 1, 2005—October 31, 2005.

Dr. Philip R. Day, Jr., Originator

Grant-Funded Contracts involving more than \$50,000:

None.

DATE: February 24, 2005

**FOR INFORMATION ONLY
NO ACTION NECESSARY**

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY
Report on construction contracts under \$15,000, and
construction related professional services under \$10,000
Office of Facilities Planning, City College of San Francisco
(050224-FIO)

BACKGROUND INFORMATION:

This report is for information only as authorized by Resolution 000525-B5 regarding construction contracts that are no more than \$15,000, and Resolution No. 000622-S3 regarding construction related professional services that are no more than \$10,000 and to be reviewed by Board Trustees as required by the Education Code Section 81656.

1. **Seimans Communications, Inc. (Non-SBE)** – Mission Campus: 375 Alabama Relocation – Provide Network Infrastructure Systems. Furnish and install thirty-eight data locations and terminate station jacks with C5e jacks at all locations. Contract Order, \$11,640, funded by 2001 General Obligation Bond Fund.
2. **Lewis Restoration and Consulting (SBE)** – Evans Campus, Balcony – Waterproofing Repair. Balcony: Remove all loose grout and tiles at the deck to sub-deck floor. Install and apply urethane sealant and liquid waterproof membrane to sub-deck floor and up to wall to produce a flashing detail. Install new grout and tiles. Book storage: repair/replace the water damaged sheet rock. Contract Order, \$9,992, funded by 2001 General Obligation Bond Fund.
3. **Livco Heating & Sheet Metal, Inc. (SBE)** – Evans Campus, Welding Lab – Install HVAC System. Furnish and install a booster fan with motor and all associated ductwork to the existing exhaust duct. This includes installing owner furnished hoses and nozzles. Contract Order, \$14,500 funded by 2001 General Obligation Bond Fund.
4. **Rubecon General Contracting, Inc. (SBE)** – Ocean Campus, B213: Early Childhood Mentoring relocation to parking Lot C. Moving three gym equipment equipment containers to accommodate B213 relocation. Two containers will be inside the stadium at each end; one container will be in the lower storage yard. Remove loose paint and repaint all containers. Contract Order, \$6,050.00, funded by 2001 General Obligation Bond Fund.
5. **Harry Bharuchi, LTD (SBE)** – Ocean Campus, B601: Installing Window Coverings. Modify (9) existing window shades to fit the new bungalow windows. Furnish and install (7) additional new window shades. Contract Order, \$2,043.62, funded by 2001 General Obligation Bond Fund.

6. **WCA Inc.** – Batmale Hall APASS: Asbestos Abatement T&M. Contract Order, \$944.60, funded by 2001 General Obligation Bond Fund.
7. **Hoi's Construction, Inc. (SBE)** – Ocean Campus, West Road and Parking Lot-N: West Road Sidewalk – Add concrete slab at bottom of ramp to Bungalow B601. Repair and extend the existing sidewalk for wheel chair access around the existing fire hydrant and power pole. Remove existing car stops and concrete debris. Parking Lot-N: Remove existing damaged car stops and install with new car stops, remove existing bollard and repair asphalt at lot entry. Contract Order, \$5,600, funded by 2001 General Obligation Bond Fund.
8. **Precision Locating** —Ocean Avenue Campus, Wellness Center—Provide subsurface utility locating services for the proposed site of the Wellness Center. Contract Order, \$1200, funded by the 2001 Proposition A General Obligation Bond funds; Fund 434004.

Originator: Peter Goldstein
w/ James Blomquist

INFORMATION REPORT
NO ACTION NECESSARY

DATE: February 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

**Subject: Chancellor's Report
Academic Employees
Acceptance of Resignation
with the Intent to Retire
(050224 – RPT)**

The following academic employees have submitted, and the Chancellor has accepted, their resignations pursuant to Governing Board Resolution No. 910228-S7.

<u>NAME</u>	<u>STATUS</u>	<u>DEPARTMENT</u>	<u>CAMPUS</u>	<u>EFFECTIVE COB DATE</u>
Hardiman, David A.	Full-time	Music	Ocean	12/21/04
Kelly, Michael A.	Full-time	Computer Science	Ocean	12/21/04
Stewart, Barbara	Full-time	ESL	Ocean	12/21/04

The following part-time academic employees have notified us of their intention to resign, and the Chancellor has accepted, their resignations pursuant to Governing Board Resolution No. 910228-S7.

<u>NAME</u>	<u>STATUS</u>	<u>DEPARTMENT</u>	<u>CAMPUS</u>	<u>EFFECTIVE COB DATE</u>
Rowe, Peter C.	Part-time	Physics	Ocean	12/21/04

Originator: Clara Starr



CITY COLLEGE OF SAN FRANCISCO

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AGENDA

DOCUMENTS DEPT.

CLOSED SESSION

MAR 22 2005

BOARD OF TRUSTEES OF

SAN FRANCISCO
PUBLIC LIBRARY

THE SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

SOUTH EAST CAMPUS
CONFERENCE ROOM - 203
1800 OAKDALE AVENUE
SAN FRANCISCO
Thursday, March 24, 2005
5:00 P.M.

03-22-05 A10.09 RVT

105
d
I. OPEN SESSION

Announcement of Closed Session Topics

II. CLOSED SESSION

A. CONFERENCE WITH REAL PROPERTY NEGOTIATORS (G.C. 54956.8)

Properties:	Lot 9 & 10, Block 195 1-21 Columbus Avenue 49-55 Columbus Avenue San Francisco, Ca.
Agency Negotiator:	Peter Goldstein
Negotiating parties	Pius Lee
Under Negotiation:	Price and terms of payment

B. CONFERENCE WITH LEGAL COUNSEL-EXISTING LITIGATION (G. C. 54956.9) (a)

American Arbitration Association- case # 74300L00747 04
LYMC
AFT, Local 2121 & Ouida Charles v. SFCCD

C. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION
(G.C. 54956.9)

Significant exposure to litigation pursuant to Gov. Code 54956.9 (b) – two cases

Initiation of litigation pursuant to Gov. Code 54956.9 (c) – one case

D. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

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E. CONFERENCE WITH LABOR NEGOTIATORS (G.C. 54957.6)

1. Agency Designated Representatives: Jeffrey Sloan, Emily Prescott, Steve Hale, and Charles Sakai

Employee Organizations: Service Employees International Union (SEIU) 790, American Federation of Teachers (AFT) 2121, Department Chairperson Council (DCC), and San Francisco Building and Construction Trade Council Unions (SFBCTCU)

2. Agency Designated Representatives: Jeffrey Sloan, Emily Prescott, Steve Hale, and Charles Sakai

Unrepresented Employees: Stationary Engineers, District Designated Managers, Employee Relations Manager, Supervisors, and Confidential Classifications.

III. OPEN SESSION

Disclosure of Board actions from Closed Session, pursuant to Government Code 54957.1

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

NOTICE

REGULAR MEETINGS

DOCUMENTS DEPT.

THE

MAR 22 2005

BOARD OF TRUSTEES

SAN FRANCISCO
PUBLIC LIBRARY

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

LOCATION: SOUTH EAST CAMPUS
1800 OAKDALE AVENUE
SAN FRANCISCO, CA. 94124
CONFERENCE ROOM 203

03-22-05 A10:08 RCVD

DATE: THURSDAY, MARCH 24, 2005

TIME: 5:00PM

This meeting is normally devoted to Closed Session Topics.

LOCATION: SOUTH EAST CAMPUS
1800 OAKDALE AVENUE
SAN FRANCISCO, CA. 94124
ALEX PITCHER/ SOUTH EAST COMMUNITY ROOM

DATE: THURSDAY, MARCH 24, 2005

TIME: 6:00pm

This meeting is normally devoted to Open Session Topics.

SPECIFIC TIMES SUBJECT TO CHANGE.
Call 241-2234 for information.

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.5

The San Francisco Community College District does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. Persons who wish to request disability-related accommodations including sign-language interpreters should contact Linda R. Jackson, District ADA Coordinator, Office of Affirmative Action, 31 Gough Street, Room 16, San Francisco, CA, 94103, Phone: (415) 241-2281, Fax: (415) 241-2203. Please request accommodations no later than 12 working days prior to the date of the Board meeting in order to assure the best possible arrangements.

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Washington, D.C. 20540



Office of the Secretary of State

Department of State

Washington, D.C. 20540

Telephone: (202) 691-3000

Telex: 110505

Internet: <http://www.state.gov>

World Wide Web: <http://www.state.gov>

Electronic Mail: info@state.gov

Public Affairs Office

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Internet: <http://www.state.gov>

TO MEMBERS OF THE PUBLIC

The Agenda page and accompanying resolutions have been prepared well in advance of the regularly scheduled meeting of the Board of Trustees of the San Francisco Community College District. Please note that Resolutions are subject to amendment and replacement. Copies of all resolutions and materials associated with the agenda are available for public inspection and review at the Gough Street Campus (33 Gough Street, San Francisco, Ca. 94103) and also available on the District's website (<http://www.ccsf.edu/vcfa>).

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.5.

You should be aware of the following (Government Code § 54954.2):

1. Additional agenda items to be acted upon by the Board may be posted at 33 Gough street and in the lobby of Conlan Hall at the Phelan Campus at least 72 hours in advance of the regularly scheduled Board Meeting. Resolutions may also be available at the time of posting, but if not, such resolutions will be available at the Board Meeting.
2. Additional agenda items and resolutions, although not posted as in paragraph 1 above, may still be acted upon by the board at the regular meeting:
 - a) Upon a determination by a majority vote of the Board that an emergency situation exists, as defined in Government Code § 54956.5. Emergency is defined as work stoppage or other activity which severely impairs public health, safety, or both as determined by a majority of the members of the Board, OR crippling disaster which severely impairs public health, safety or both, as determined by a majority vote of the members of the Board, OR
 - b) Upon a determination by a two-thirds vote of the members of the Board present at the meeting or, if less than two-thirds of the members are present, a unanimous vote of those members present, that there is a need to take immediate action and that the need for action came to the attention of the District subsequent to the agenda being posted 72 hours in advance of the Board Meeting, OR
 - c) The Item was posted 72 hours in advance of a prior meeting of the Board occurring not more than five calendar days prior to the date action is taken on the item, and at the prior meeting the item was continued to the meeting at which action is being taken.

THEORY OF THE EARTH

The theory of the earth is a branch of geology which deals with the origin and development of the earth and its various parts. It is a science which seeks to explain the processes which have shaped the earth and its features. The theory of the earth is based on the study of the earth's history and its various parts. It is a science which seeks to explain the processes which have shaped the earth and its features.

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For Members of the Public:

To facilitate the conduct of business at Board meetings, the following information has been taken from the District's Policy Manual concerning the conduct of Board Meetings.

From PM 1.05 A:

The order of business may be revised at any meeting when, in the discretion of the President, such revision will benefit the public and/or order of the meeting.

FROM PM 1.05B:

A member of the public may place an item on the Board agenda for regular meetings if the item relates directly to District business and is a matter of public concern, and if a written request is received in the Chancellor's Office no later than noon three full calendars weeks in advance of a regular Board meeting, and to avoid repetitive additions to the agenda, if the subject matter has not previously been submitted for the agenda within the past three months. In the interest of effective management of meeting time, no person shall place more than two items on any single regular agenda without justifying to the satisfaction of the Chancellor, the necessity of including additional times on that agenda as opposed to later agenda. The Chancellor shall determine whether the specific matter is directly related to the business of the District. Items which have been properly submitted and verified as related to the business of the District will be addressed in the "Requests to Speak" portion of the agenda or otherwise at the conclusion of all other District business on the agenda. The member of the public who properly submits an agenda item will allowed up to three (3) minutes at the meeting to present the information to the Board. Following this presentation, the Board may, but is not required to address the issue, may put the issue on a future agenda for more discussion and possible action, or may refer the issue to the administration.

From PM 1.05 L:

L. Granting the Privilege of the Floor. A person desiring to speak shall be recognized by the Chair only after complying with the following procedures:

For matters appearing on the agenda, an individual desiring to address the Board must complete a "Request to Address Board" card, completing the information thereon including the subject to be addressed. If there is to be a written report presented, a copy(ies) shall be submitted in advance to the Chancellor.

Any person desiring to address the Board on non-agenda items must also complete the "Request to Address Board" card and will be recognized at the end of the agenda. Only items directly related to District business may be presented.

Cards for these purposes are available in the Office of the Chancellor and also at the Board meeting. Completed cards should be presented to the Board President prior to the beginning of the meeting. As a matter of courtesy, the Board encourages people to notify the Chancellor's Office in advance of the Board meeting of their intention to address the Board. Prior to calling for a vote on an item before the Board, the Presiding

Officer shall determine if speaker cards have been submitted for that item. Persons who have submitted cards prior to the consideration of the item shall be called upon by the Presiding Officer. Persons who address the Board may address only the agenda item being considered and shall have up to three minutes for comments. Should another person who has submitted a request to speak card in advance of consideration of the item wish to forego speaking on that item, he or she may grant his or her speaking time to another speaker who has also submitted a request to speak card, but in no event shall any speaker have more than two allotments (totaling up to six minutes) of speaker time on any item. However, in order to facilitate the completion of District business, the Presiding Officer may also limit the total length of time allotted to the speakers on a given topic or agenda item which may reduce the individual speaker's time on that topic or item. Speaking too long, being unduly repetitious, or discussing irrelevancies disrupt the meeting, and may result in the forfeiture of speaking opportunities during that meeting.

The President of the Board reserves the right of determining the order of the speakers and changing the order of the agenda if it will be of benefit to the public and/or the order of the meeting.

Undue interruptions or other interference's with the orderly conduct of Board business cannot be allowed. Defamatory or abusive personal remarks, which disturb or impede the meeting or exceed the bounds of civility necessary to the conduct of District business, are always out of order. However, the Board shall not prohibit public criticism of the policies, procedures, programs, or services of the District, or of the acts or omissions of the Board.

The President may terminate the speaker's privilege of address if after being called to order, he or she persists in improper conduct or remarks, or if the speaker fails to speak on the subject matter for which the privilege of the floor was granted.

No oral presentation shall include charges or complaints against any employee of the Board, or otherwise present information, which does not relate directly to the topic at hand or which disrupts or impedes the meeting. All formal charges or complaints against an employee, for which a specific grievance or complaint process is not otherwise available, shall be in writing and signed by the person making the charge and shall be filed with the Chancellor who shall, after investigation, take or recommend appropriate action. There shall be no oral presentation or discussion of confidential formal charges or complaints in open public meetings of the Board on non-agenda items or unless otherwise required by law.

Comments or presentations made by members of the public to the Board do not necessarily reflect the opinion of the Board or of its individual members, nor does the Board necessarily endorse or sanction such comments or presentations. Persons who address the Board on matters of their choosing are solely responsible for the content of such comments or presentations.

**Regular Meeting of the
Board of Trustees of the
San Francisco Community College District**

City College of San Francisco

SOUTH EAST CAMPUS

ALEX PITCHER SOUTH EAST COMMUNITY ROOM

**1800 Oakdale Avenue, San Francisco
Thursday, March 24, 2005**

Open Session - 6:00 p.m.

- I. Roll Call
- II. Pledge of Allegiance
- III. Approval of Minutes
 - Regular Meeting Minutes – February 24, 2005
- IV. Adoption of Resolutions Agenda
- V. Approval of Consent Agenda Items as Listed
- VI. Special Presentations – Dean Veronica Hunnicutt – Welcome Remarks
 - Michael Buffington, Certificate of Appreciation – Trustee Berg
 - Associated Students' Representative of Southeast Campus
- VII. Report from Constituent Groups
 - Academic Senate - Fred Teti, President
 - Associated Students-Marlene Dugyawi, President – Ocean Avenue Campus
 - Classified Senate - Rose Vela, President
- VIII. Monthly Financial Report – James Kendrix & Peter Goldstein
- IX. Action on Other Resolutions Agenda Items
- X. Board of Trustees' Reports

- XI. Chancellor and Staff Reports
- XII. Closed Session Announcements - Legal Counsel Ronald Lee
- XIII. Requests to Speak
- XIV. Adjournment

FINANCE

GENERAL FUND

- B1 - Adoption of Nonresident Tuition Fee Rate in Grades 13 and 14 for the Fiscal Year 2005 –*c
2006 – NO FEE INCREASE RECOMMENDED

CAPITAL OUTLAY

- B2 - Authorization for six (6) Contract Modification totaling- \$74,610 for special services *c
Contract and Construction Contracts.
- B3 - Authorization to Award Special Service Contract – Architectural & Engineering Services -
Classroom / Laboratory Complex for Theater, Music, Film / Media Arts Programs and
Performing Arts Center- LMN Architects / Tom Eliot Fisch Architects, (A Joint venture)
(Tom Eliot Fisch Architects an SLBE)
- B4 - Authorization to Award Construction Manager at Risk Contract – Phases 1 and 2
New Mission Campus \$4,928,822
- B5 - Authorization to Award Construction Contract - Relocation of Bungalow 213 and *c
Removal of Various Buildings Including Greenhouses Adjacent to Ocean Avenue
Campus
- B6 - Authorization to Award Construction Contract - Downtown Campus Ground *c
Floor and Basement Renovations - Phase 2, at a cost not to exceed
\$1,133,620 to Fineline Construction.

GRANTS/CONTRACTS

- B7 - Authorization to enter into a sublease agreement at the temporary Mission Campus *c
on Alabama St. for food services.
- B8 - Authorization to modify existing Grants *c
- B9 - Authorization to submit renewal applications for funds and to appropriate *c
all funds receivable upon approval by the California State Department of
Education/Child Development Division for the fiscal year 2005-06 for:
1) the Center Based Child Development Program, not to exceed \$454,763; 2)
the State Preschool Part-Day Program, not to exceed \$218,661; 3) the State

Preschool Full-Day Program, not to exceed \$819,978; 4) the Federal Child Development Block Grant, not to exceed \$27,437

- | | | | |
|-----|---|---|----|
| B10 | - | Approval of: 1) Training Contract with San Francisco International Airport for an amount not to exceed \$49,450, and 2) Specialized Services contract with Org.Metric for an amount not to exceed \$43,000. | *c |
| | | | |
| B11 | - | Approval of a five year contract beginning April 1, 2005 and ending March 31, 2010 with the option to renew for two successive five year terms upon mutual agreement to the Bean Scene for service in the coffee bar at the Downtown Campus. | |
| | | | |
| B12 | - | Approval of contract with American Association of Community Colleges (AACC) and City College of San Francisco not to exceed \$74,499. | *c |
| | | | |
| B13 | - | Approval of: 1) Contract amendment with San Francisco International Airport for an additional amount of \$87,200; 2) Specialized Services contract with Bolt Systems, Inc. for an amount not to exceed \$47,400; and 3) Specialized Services contract with N. Dale Dunham for an amount not to exceed \$26,800. | *c |

EQUIPMENT/SUPPLIES AND SERVICES

- | | | | |
|----|---|---|----|
| C1 | - | Procurement of Equipment, Supplies, Services, Etc., less than \$3,000 | *c |
| C2 | - | Procurement of Equipment, Supplies, Services, Etc., more than \$3,000 | *c |
| C3 | - | Acceptance of Gifts | *c |

HUMAN RESOURCES

- | | | | |
|------|---|---|----|
| F1 | - | Appointment Educational Administrator | |
| G1-8 | - | Academic Employees, Credit Program, District Funded | *c |
| H1-4 | - | Academic Employees, Credit Program, Categorically Funded | *c |
| N1 | - | Academic Employees (Faculty) Community Services Classes City College of San Francisco | *c |

SPECIAL

- | | | | |
|----|---|---|--|
| S1 | - | Establishing policies and approving the total educational program of the City College of San Francisco, San Francisco Community College District as described in the draft of the 2005-06 College Catalog | |
| S2 | - | Authorization to establish new Dependent Care Benefit premiums for Board of Trustees during their term in office | |

THE HISTORY OF THE UNITED STATES

OF THE UNITED STATES OF AMERICA

BY HENRY ADAMS

IN TWO VOLUMES

VOLUME I

THE FOUNDING OF THE NATION

THE EARLY YEARS OF THE REPUBLIC

THE GROWTH OF THE UNION

THE STRUGGLE FOR INDEPENDENCE

THE ESTABLISHMENT OF THE CONSTITUTION

THE DEVELOPMENT OF THE NATION

THE RISE OF THE REPUBLICAN PARTY

THE GROWTH OF THE UNION

THE STRUGGLE FOR INDEPENDENCE

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- S3 - Military Recruitment
- S4 - Honoring Stanley E. Warren

REAL ESTATE

- W1 - Authorization to Negotiate and Enter into Agreement Regarding Purchase of Property for Chinatown Campus total price not to exceed \$6.85 million

INFORMATION ONLY

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.5.

Next Board Meeting Date: April 28, 2005
GOUGH STREET CAMPUS
33 Gough Street, San Francisco

10/10/2010

10/10/2010 10:10:10 AM

10/10/2010

10/10/2010 10:10:10 AM

10/10/2010 10:10:10 AM



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005

B1

TO: Board of Trustees

FROM: Philip R. Day, Jr., Chancellor

Subject: GENERAL FUND

**Adoption of Nonresident Tuition Fee Rate in Grades 13
and 14 for the Fiscal Year 2005-06 – NO FEE INCREASE
RECOMMENDED
(Resolution No. 050325-B1)**

BACKGROUND INFORMATION:

The California Education Code, beginning with Section 76140, sets forth the relevant law as it relates to nonresident tuition fees rates in grades 13 and 14 . It distinguishes between nonresident students who are U.S. Citizens (out-of-state) and nonresident students who are citizens of a foreign country (out-of-country) and establishes criteria used for the setting of tuition fee rates for both groups.

For the fiscal year 2004-2005 the rate adopted was:

\$144.00 per semester unit

\$ 9.00 per semester unit for capital outlay

The \$9.00 per semester unit for the capital outlay fee is calculated each fiscal year based upon the prior fiscal year's expenditure for capital outlay. The law precludes the College from charging this fee to out-of state students and only allows it to be charged to out-of-country students.

The Vice Chancellor for Finance and Administration and the Chief Financial Officer recommend that the rates for fiscal year 2005-06 remain at the the current level of \$144 for the out-of-state per semester unit and \$153 for the out-of-country per semester unit fee rate (including a \$9 capital outlay fee). All other policies, rules, and regulations relating to exemptions, refunds, and economic hardship/victims of persecution or discrimination for fiscal year 2005-2006 remain the same as in fiscal year 2004-05.

03/25/05 – B1 page 1

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As the table below shows, the District's recommended rates for next fiscal year, 2005-06, will be lower than the rates charged by four of the contiguous Bay Area community colleges.

	2005-06 Proposed CCSF	2005-06 Contra Costa	2005-06 San Mateo	2005-06 Marin	2005-06 Peralta
Tuition Rate	\$ 144.00	\$ 151.00	\$ 169.00	\$ 171.00	\$ 164.00
Capital Outlay Fee	\$ 9.00	\$ 10.00	\$ 6.00	\$ 6.00	\$ 6.00
Total	\$ 153.00	\$ 161.00	\$ 175.00	\$ 177.00	\$ 170.00

The actual calculations the state allows for determining non-resident tuition fees are shown on Attachment A. Column 3 of the attachment is designed for districts with more than 10% noncredit FTES. As the table below shows, the actual cost to City College of providing education to non-resident students is \$166 per credit, or \$22 more per unit than this resolution proposes.

	Statewide Average	Actual Cost to SFCCD	Actual Cost to SFCCD with Non Credit Adjustment
Tuition Rate	\$151	\$153	\$166

SHARED GOVERNANCE REVIEW:

Yes:____; No:____; If yes, which Committee:_____
Date of Review:_____

(A negative response indicates that a review is not necessary)

No formal committee hearing, but several meetings were held with student leaders.

RECOMMENDATION:

RESOLVED: That in accordance with California Education Code Sections 76140 and 76141, the out-of-state per semester unit fee rate of \$144 and out-of-country per semester unit fee rate of \$153 (including a \$9 capital outlay fee) be adopted for non-resident students enrolled for the Fiscal Year 2005-06, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, Originator
James Kendrix, Originator

DATE: March 24, 2005

TO: Board of Trustees

FROM: Dr. Philip Day, Jr., Chancellor

SUBJECT: CAPITAL OUTLAY

Authorization for six (6) Contract Modification totaling -
for Special Services Contracts and Construction Contracts
(Resolution No. - 050324-B2)

\$74,810

	ORIGINAL RESOLUTION NUMBER	GRANTOR/ CONTRACTOR	CURRENT CONTRACT AMOUNT	CM #	REQUESTED CONTRACT MODIFICATION AMOUNT	NEW CONTRACT AMOUNT	COMMENTS	Project Budget	Total Project Funds Committed With This Action
A	990930-B7 Downtown Educated Palate Relocation & Renovation	Barcelon & Jang Architects	\$258,896	4	\$37,100	\$295,996	Preparation of exhibits for coffee shop lease competition, revisions to construction documents including DSA approval for coffee shop revisions.	\$295,996 (Architect)	\$295,996 (Architect)
B	020228 - B7 Environmental Consultant / Industrial Hygienist	Hazard Management Services	\$200,000	3	\$30,000	\$230,000	Additional services to perform asbestos/lead inspection and sampling for various projects. Extend Agreement term from March 24, 2005 to September 30, 2006.	\$230,000	\$230,000
C	050127-B8 Cloud Hall Fire Alarm System Upgrade	TEC Acutite	\$298,050	1	\$7,510	\$305,560	Project insurance provided by contractor in lieu of OCIP.	\$376,872	\$336,288
D	020124 - B3 Special Testing & Inspection	Coverall	\$167,000	1	\$0	\$167,000	Extend Agreement term from March 24, 2005 to October 1, 2005.	\$167,000	\$167,000
E	020124 - B4 Inspector of Record (IOR)	La Ferrara	\$334,000	4	\$0	\$334,000	Extend Agreement term from March 24, 2005 to April 29, 2005.	\$334,000	\$334,000
F	020124 - B3 Special Testing & Inspection	Applied Materials	\$167,000	1	\$0	\$167,000	Extend Agreement term from March 24, 2005 to September 30, 2005.	\$167,000	\$167,000

RECOMMENDATION:

RESOLVED: That the Board authorizes the specified modifications to the resolutions as indicated in the table, and

FURTHER BE IT RESOLVED: All of the contract modifications contained in this resolution comply with Public Contract Code Section 20659, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist

THE UNIVERSITY OF CHICAGO

PHYSICS DEPARTMENT

RESEARCH REPORT
NO. 1000

BY

JOHN H. SCHUBERT

AND

JOHN J. SCHUBERT

CHICAGO, ILLINOIS

1953



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005

B3

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY
Authorization to Award Special Service Contract –
Architectural & Engineering Services –
Classroom / Laboratory Complex for Theater, Music,
Film / Media Arts Programs and
Performing Arts Center-
LMN Architects / Tom Eliot Fisch Architects, (A Joint
venture) (Tom Eliot Fisch Architects an SLBE)
(Resolution No. 050324 – B3)

BACKGROUND INFORMATION:

The District used a comprehensive outreach effort to encourage prospective architectural firms and sub-consultants to respond to the Request for Qualifications (RFQ) for the Architectural & Engineering Services Classroom / Laboratory Complex for Theater, Music, Film / Media Arts Programs & Performing Arts Center. Respondents to the solicitation were required to include 35% Small Local Business Enterprises (SLBE) sub consultant participation in their offer of services.

The selection process consisted of four phases.

Paper screening – Review of written statements of qualifications and scoring based upon a predetermined list of criteria listed in the RFQ.

First Interview – A ninety (90) minute interview with each firm and scoring based upon a predetermined list of questions based on the RFQ.

Reference checks and site visits – Mason Tillman Associates conducted a reference check on each firm selected for the second interview. Members of the Committee visited representative project(s) of each of the firms and had an opportunity to meet with other clients that worked with the architects. Members reported back to the full Committee.

Second Interview – A ninety (90) minute interview with each firm in which the firms had an opportunity to present conceptual design ideas using the program established in CCSF FPPs and IPPs previously submitted to the State. The Committee asked questions concerning each team's presentation and scoring was based on criteria set forth by the Committee and based on the RFQ.

03/24/05 – B3 page 1

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

Approximately One-hundred-eighty (180) firms notified the District that they downloaded the RFQ solicitation packet that was directly available for review and printing from the District's website. To more completely understand the selection process, interested firms were invited to two informational meetings where the details of the selection process were discussed, including the importance of complying with the District's SLBE policy and the related goals for participation. Approximately one-hundred-ninety (190) individuals attended the informational meetings, and thirteen (13) firms submitted written responses to the RFQ.

The thirteen responses were reviewed by former Contract Compliance Officer Norma Nelson and Mason Tillman Associates for compliance with the SLBE program requirements. Two firms were notified of deficiencies. One firm submitted additional clarifying information. The other firm did not submit any additional information, and they were deemed non-responsive to the minimum requirements of the SLBE program.

A diverse fifteen (15) member selection committee reviewed and scored the twelve (12) written responses according to the published criteria. The committee consisted of faculty, staff and a student as well as community representatives.

Bruce Smith (Committee co-chair), Dean, School of Liberal Arts
Madeline Mueller (Committee co-chair), Chair of the Music Department
Gloria Weinstock, Chair of the Theatre Department
Lidia Szajko, Chair of the Film Department
Patrick Toebe, Faculty of the Theater Manager
Rebeca Mauleon-Santana, Faculty of the Music Department
Anna Asebedo, Faculty of the Art Department
Mary Argenti, Faculty of the Music Department
Anna-Marie Bratton, Biology Department
Maya Novelli, Electronic Media Arts
Kent Brown, Performing Arts, Sound, Image, Film, Recording Technology Specialist
Leonard Arnold, City College of San Francisco Student
Howard Wong, San Francisco Architect, ABCT
Art Chen, Vice President Facilities Operations, Foundation of California Community Colleges
Robert Smith, Center for Innovations in Learning, Stanford University

In addition to the voting committee members, several persons served as resources during the selection process.

Peter Goldstein (Facilitator), Vice Chancellor of Finance & Administration
James Blomquist, Associate Vice Chancellor of Facilities and Planning
David Liggett, Director of Facilities and Planning
Norma Nelson, District Former Compliance Officer
Ann Clark, Faculty of the Music Department
Staff from Mason Tillman Associates

Norma Nelson provided the Committee with selection committee guidelines. Each committee member was required to complete a Conflict of Interest Disclosure form.

Each committee member read all of the responses and rated each submittal according to the same criteria that were published in the RFQ and reviewed at the informational meetings. These criteria included recent higher education facility design experience, performing arts facility design experience, ability of team members to take on a project of this size, and demonstrated expertise with all phases of project management, as well as experience with acoustics, sustainable / green building design and the incorporation of technology. The submittals were also reviewed by Norma Nelson to determine compliance with the College's stated goals for SLBE participation. Additional points were awarded to the scores of those submittals where the architectural firms were certified SLBEs.

The scores were then tabulated and the top ten (10) firms were invited to participate in the first interviews. The selection committee met to establish the questions that would be asked during the first interviews, and these were reviewed by the Contract Compliance Officer. The questions covered many topics including the importance of community consensus and project stakeholder support, controlling project cost, knowledge of unique program requirements, and the need to effectively handle state approval processes. After the First Interviews, the four (4) top ranked teams, LMN / Tom Elliot Fisch Architects (a joint venture), Boora / Cavagnero Architects (a joint venture), Gensler / Hamilton + Aitken Architects (an association) and HGA Architects (a single firm) were invited for the final (second) interviews, consisting of development and presentation of a conceptual design. Each team will be paid a \$10,000 stipend for their participation in the second interview. The committee selected LMN / Tom Elliot Fisch Architects (a joint venture) after the Final Interviews. The Committee forwarded their recommendation to the Chancellor.

The Chancellor is recommending LMN / Tom Elliot Fisch Architects (a joint venture) to be recommended to the Board to provide architectural/engineering services for the Project. The services provided by the prime consultant and their sub-consultants may include, but are not limited to, architectural design and program planning; engineering consulting services such as civil, electrical, mechanical, and structural engineering; cost estimate; and scheduling and other services.

A preliminary budget for this contract has been established. However, additional analysis of the proposal and negotiated scope of work and project deliverables is needed to determine the final budget. This contract for architectural planning services will be paid for with proceeds from the sale of general obligation bonds authorized in 2001 elections. The remaining phases of design work needed for this project will be paid for with a combination of state funds and proceeds from a future local general obligation bond ballot measure. A subsequent board resolution will be needed to authorize this work.

SHARED GOVERNANCE REVIEW:

Yes: ☒ No: ☐

If yes, which committee: Architectural Selection Committee

Date(s) of review: June 2004 to February 2005

RECOMMENDATION:

RESOLVED: That authorization be given to contract with LMN / Tom Eliot Fisch Architects (a joint venture) from May 1, 2005 through December 31, 2009 for special services and advice to provide the District with architectural and engineering services.

FURTHER BE IT RESOLVED: That authorization be given to contract with LMN / Tom Eliot Fisch Architects (a joint venture) for a full range of architectural / engineering services including programming, schematic design, design development, construction document, bidding and construction administration phase services.

FURTHER BE IT RESOLVED: That authorization at this time be given to contract with LMN / Tom Eliot Fisch Architects (a joint venture) for programming and schematic design phase services at a cost not to exceed \$1,000,000.

FURTHER BE IT RESOLVED: That the Board acknowledges a future resolution(s) will be presented to the Board for authorization to encumber additional funds, as funds become available, to authorize the additional phases of design services through construction.

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist
w/ David Liggett
w/ Selection Committee



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005

B4

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY
Authorization to Award Construction Manager at Risk
Contract – Phases 1 and 2
New Mission Campus \$4,928,822
(Resolution No. 050324-B4)

BACKGROUND INFORMATION:

The New Mission Campus Project consists of seismic upgrade and modernization of the existing Mission Campus facility (approximately 70,000 square feet) and new construction (approximately 130,000 square feet). The work of this contract for Construction Manager at Risk, Phase 1 - Preconstruction Services and Phase 2 - Construction, will be funded by 2001 Proposition A General Obligation Bond funds; Fund 433005.

Construction Management (CM) at Risk allows the District greater control over the quality of the project while fulfilling the competitive bidding requirements of Public Contract Code. By contracting with the CM at Risk during the final stages of design, the District has the opportunity to improve the documents, complete value engineering and package the subcontracts to maximize the use of SBE firms.

The District advertised its Request for Qualifications on 12/1/04, 12/6/04 and 12/9/04. The Request for Qualifications was posted in the "Bids and Contracts" database on the Office of Contract Administration, Purchasing Division's web page and in the City's weekly newsletter to maximize competition and further the good faith efforts to increase business opportunities for SBE's. The Request for Qualifications was sent to sixteen builder's exchanges and associations.

A mandatory pre-qualification conference was held at the Mission Campus on December 9, 2004. Twelve firms were represented at the conference. Statements of qualifications were due on 12/20/04. Five firms submitted statements of qualifications as follow:

1. Bovis Lend Lease
2. Clark Construction Group
3. Hunt Construction
4. McCarthy Building Companies
5. Swinerton Builders

03/24/05 – B4 page 1

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Based on review of technical proposals, interviews and references checks, three firms prequalified. All three firms have depth of experience in California both in preconstruction and construction phases and with CM at Risk delivery. All firms have experience with achieving SBE goals.

1. Clark Construction Group
2. McCarthy Building Companies
3. Swinerton Builders

Pursuant to Public Contract Code competitive bidding requirements, on February 9 and February 16, 2005, the District advertised for the New Mission Campus CM at Risk Proposals including General Conditions and Fee. On March 8, 2005, proposals were received from McCarthy Building Companies, Inc and Swinerton Builders. Both proposals were deemed responsive. Each proposal included a Technical Proposal and a separate sealed Cost Proposal. The Technical Proposals were reviewed in detail by staff. The Proposers presented their Technical Proposals to a diverse committee:

- Associate Dean Jorge Bell
- Associate Vice Chancellor, Facilities Management James Blomquist
- Project Manager Way Chan
- Dean Carlota Del Portillo
- Architect Frank Fung (ED2 International)
- Vice Chancellor Don Griffin
- Dean Rita Jones
- Mission Campus faculty member David Lewis
- Project Manager Ellen O'Leary
- Architect Kendall Young (Kendall Young Associates)

On March 15, 2005, the Cost Proposals were publicly opened. McCarthy Building Companies, Inc. was the low bidder for Fee and General Conditions. Staff has verified appropriate licenses to perform the work and compliance with all other requirements to contract with this firm, per the public contract code. The contractor will submit the required performance and payment bonds prior to commencing Phase 2 Construction. Staff is recommending award of the Construction Manager at Risk contract to McCarthy Building Companies, Inc.

SMALL BUSINESS ENTERPRISE (SBE) PARTICIPATION:

Based on discussions with the District's consultant, Mason Tillman Associates, the following approach is recommended by staff to establish the SBE goals for the project. Once the scope of each Bid Package is established by the District working with the construction manager and Mason Tillman Associates, an appropriate SBE goal for each package will be recommended. Each goal will be established based on the database of SBE firms who have completed work for the District and the construction manager. It is anticipated that the goal for each package will vary. Packages such as structural steel may have a 0% goal based on lack of available SBE's to bid the work, while the goal set for a specialties package may exceed the Board minimum.

SHARED GOVERNANCE REVIEW:

Yes X ; No ; if yes, which committee: New Mission Construction Manager at Risk Evaluation Committee

Date of Review: 3/14/05

RECOMMENDATION:

RESOLVED: That authorization be hereby given to contract with McCarthy Building Companies, Inc. as Construction Manager at Risk for the New Mission Campus Project, in an amount Not to Exceed \$4,928,822. Phase 1 Preconstruction Services shall be completed for \$130,000.00 and Phase 2 Construction for an amount not to exceed \$4,798,822. The scope of actual construction work (each sub-contractor) will be competitively bid and added to the CM at Risk contract by change order.

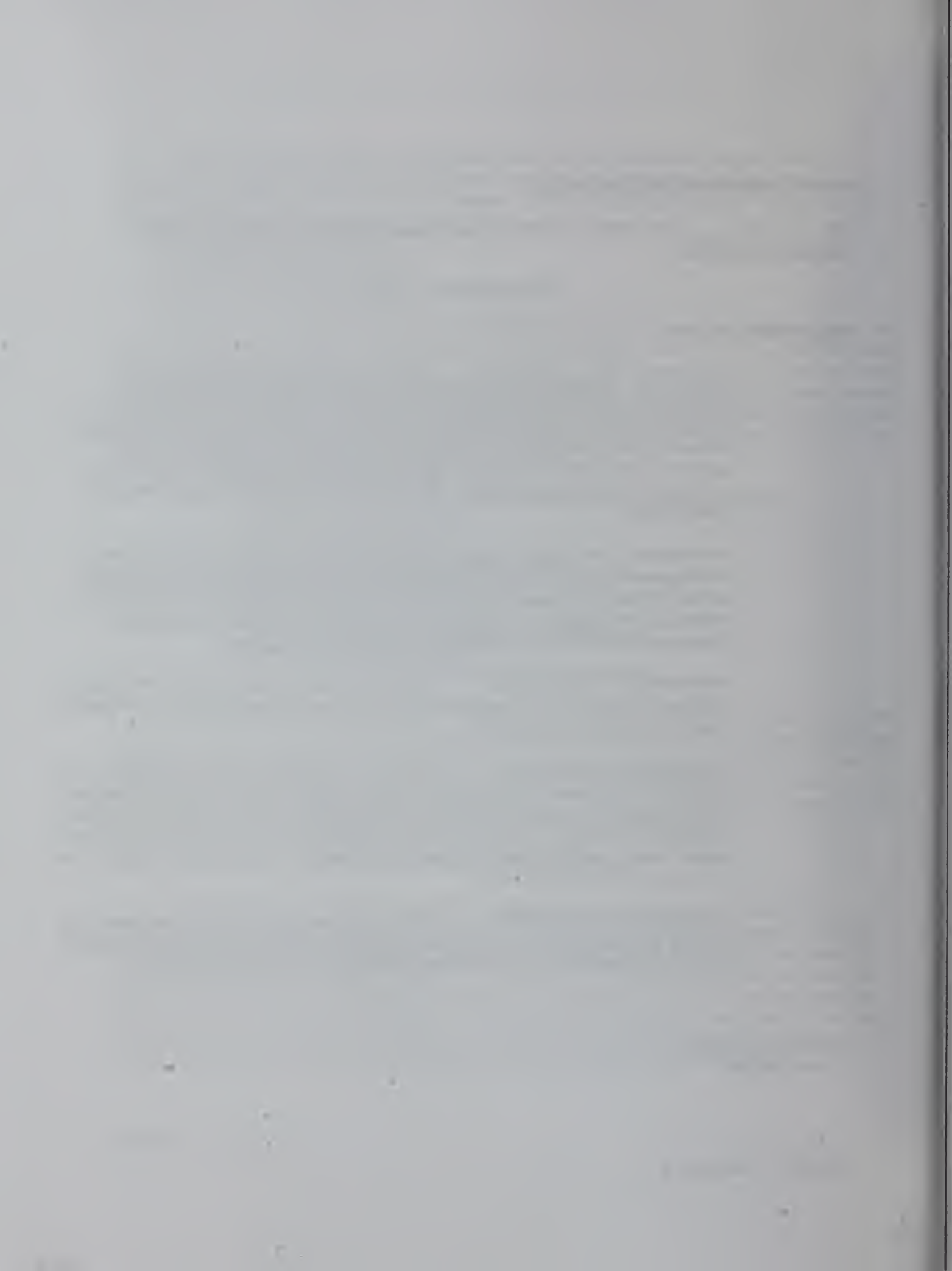
The maximum anticipated contract amount has been published as \$50,000,000. It is anticipated that upon award of contract the CM at Risk will develop an estimate and identify value engineering alternatives. Prior to issuing a Notice to Proceed for Phase 2 of the Construction Manager at Risk contract, staff will recommend a maximum anticipated cost to the Board of Trustees for approval.

FURTHER BE IT RESOLVED: That the goal of the Facilities Planning & Construction Office is to complete this project on schedule and at the lowest possible cost to the District, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor for Finance and Administration and/or their designee are hereby authorized to execute change orders adjusting the General Conditions and Fee in accordance with Public Contract Code 20659, provided that such changes total no more than 10% of the original cost proposal. Such changes may therefore add to, or deduct from the contract amount, \$492,882, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor for Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist





CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005

B5

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

**Subject: CAPITAL OUTLAY
Authorization to Award Construction Contract -
Relocation of Bungalow 213 and Removal of Various
Buildings Including Greenhouses Adjacent to Ocean
Avenue Campus
(Resolution No. 050324-B5)**

BACKGROUND INFORMATION:

This project includes the demolition and removal of various structures to accommodate the construction of the new Student Health Center at the Ocean Avenue Campus. Student Health Center related work includes abatement and demolition of five (5) single-story bungalows along Phelan at Judson Avenue and the removal and capping of utilities; relocation of existing Bungalow B213, construction of new foundation and supply of required electrical, plumbing, gas, telephone/data and other utilities at the new location. Additional work consists of demolition of multiple mostly single-story wood greenhouse buildings covering approximately 32,000 s.f. and removal and capping of utilities; saw cutting and partial removal of free-standing exterior concrete wall along Phelan Avenue. Demolition will be done within the parameters of the Green Building Compliance Guide which includes guidelines for re-cycling as developed by the City and County of San Francisco's Department of the Environment. This project is funded with 2001 Proposition A General Obligation Bond funds.

Pursuant to Public Contract Code competitive bidding requirements, on February 15, 2005, the District began legal advertisement for the Relocation of Bungalow 213 and Removal of Various Buildings Project. At the March 14, 2005 bid opening, a total of six (6) bids were received. Of the total bids submitted, six (6) bids were deemed responsive. From this competitive bid process, staff is recommending contract award to the lowest responsible bidder, Proven Management. Staff has verified appropriate licenses to perform the work and compliance with all other requirements to contract with this firm, per the public contract code. The contractor will submit the required performance and payment bonds after the Board authorizes contract award.

SMALL BUSINESS ENTERPRISE (SBE) PARTICIPATION:

This solicitation included a 25% SBE subcontracting goal. The recommended contractor commits to minimum SBE subcontracting participation of 25% throughout the life of the contract, including any additive alternates and change orders, per the Board's SBE policy.

03/24/05 – B5 page 1

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VERÓNICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

SHARED GOVERNANCE REVIEW:

Yes ____; No X; if yes, which committee: _____

Date of Review: _____

RECOMMENDATION:

RESOLVED: That authorization be hereby given to contract with Proven Management for the Relocation of Bungalow 213 and Removal of Various Buildings Project, to be completed on or before June 1, 2005 at a cost of not to exceed \$445,000.

FURTHER BE IT RESOLVED: That the goal of the Facilities Planning & Construction Office is to complete this project on schedule and at the lowest possible cost to the District, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor for Finance and Administration and/or their designee are hereby authorized to execute change orders in accordance with Public Contract Code 20659, provided that such changes total no more than 10% of the original construction contract. Such changes may therefore add to, or deduct from the contract amount, \$44,500, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor for Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005

B6

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: CAPITAL OUTLAY
Authorization to Award Construction Contract -
Downtown Campus Ground Floor and Basement
Renovations - Phase 2, at a cost not to exceed \$1,133,620
to Fineline Construction.
(Resolution No. 050324-B6)

BACKGROUND INFORMATION:

This project is funded with 2001 Proposition A General Obligation Bond funds; Fund 433005. The project completes the remodeling of the first floor at the Downtown Campus. The work consists of installing a glass storefront to match the new entrance to the college on 4th Street. Improvements inside the space include new cabinetry and millwork, installing a dumbwaiter lift from the basement kitchen, a glass wall separating the coffee shop from the restaurant, new toilet facility to serve both the coffee shop and the restaurant, new stone tile flooring, and furniture to accommodate up to 80 customers.

Pursuant to Public Contract Code competitive bidding requirements, on February 7, 2005, the District began legal advertisement for the Downtown Campus Ground Floor and Basement Renovations - Phase 2 Project. At the March 1, 2005 bid opening, a total of one (1) bid was received. The bid was deemed responsive. From this bid process, staff is recommending a contract award to this responsible bidder, Fineline Construction, an SBE firm. Staff has verified appropriate licenses to perform the work and compliance with all other requirements to contract with this firm, per the public contract code. The contractor will submit the required performance and payment bonds after the Board authorizes contract award.

SMALL BUSINESS ENTERPRISE (SBE) PARTICIPATION:

This solicitation included a 25% SBE subcontracting goal. The recommended contractor commits to minimum SBE subcontracting participation of 25% throughout the life of the contract, including any additive alternates and change orders, per the Board's SBE policy.

SHARED GOVERNANCE REVIEW:

Yes ___; No X; if yes, which committee: _____

Date of Review: _____

03/24/05 – B6 page 1

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RECOMMENDATION:

RESOLVED: That authorization be hereby given to contract with Fineline Construction for the Downtown Campus Ground Floor and Basement Renovations - Phase 2 Project, to be completed on or before July 30, 2005 at a cost of not to exceed \$1,133,620, and

FURTHER BE IT RESOLVED: That the goal of the Facilities Planning & Construction Office is to complete this project on schedule and at the lowest possible cost to the District, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor for Finance and Administration and/or their designee are hereby authorized to execute change orders in accordance with Public Contract Code 20659, provided that such changes total no more than 10% of the original construction contract. Such changes may therefore add to, or deduct from the contract amount, \$113,362, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor for Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Peter Goldstein, originator
w/ James Blomquist



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005

B7

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: CONTRACT

**Authorization to enter into a sublease agreement
at the temporary Mission Campus on Alabama St.
for food services.**

(Resolution No: 050324-B7)

BACKGROUND INFORMATION:

With the recent move of the Mission Campus to 375 Alabama St., the ability for students, faculty and staff to buy lunch, coffee and snacks from local stores diminished. The administration was approached by Maria Petkova, a small business owner, who is willing to rent space in the Student Lounge at the new Alabama site. She is willing to rent approximately 100 sq. ft., for \$50.00 per school day and will serve coffee and sandwiches and other snacks acceptable to the Dean and Student Council on a daily basis. This sublease has been approved by the owners of the building.

District administration recommends that we authorize a sublease with Maria Petkova through July 31, 2005 to begin serving the needs of the campus immediately. This will give administration time to conduct a formal Request for Proposal process for food service at 375 Alabama St.

RECOMMENDATION:

THEREFORE, BE IT RESOLVED: That the Board of Trustees approves a sublease with Maria Petkova for \$50.00 per school day at 375 Alabama St., through July 31, 2005 for the purpose of providing coffee, sandwiches and snacks to faculty, students and staff, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR**

03/24/05 - B7 page 1

Finance and Administration and/or their designees are hereby authorized to execute such a sublease agreement on behalf of the San Francisco Community College District.

Stephen J. Herman, Originator

Date: March 24, 2005

B8

To: Board of Trustees

From: Dr. Philip R. Day, Jr., Chancellor

**Subject: Authorization to modify existing Grants
(Resolution No. 050324 -B8)**

<u>ORIGINAL RESOLUTION NUMBER</u>	<u>GRANTOR/ CONTRACTOR</u>	<u>ORIGINAL CONTRACT DATE</u>	<u>ORIGINAL TOTAL AMOUNT</u>	<u>CHANGE</u>	<u>NEW TOTAL NOT TO EXCEED</u>	<u>COMMENTS: ORIGINATOR</u>
A 021121-B14 040129-B6	National Science Foundation/UCSF	First contract: 12/1/02 – 11/30/03 Second contract: 12/1/03 – 11/30/04	First contract: \$51,480 Second contract: \$59,378	Renew contract with UCSF for the period 12/1/04 – 3/31/06 in the amount of \$20,460.	\$20,460	Renew sub- recipient award with UCSF in support of a post- doctoral research assistant for Fix-a- Gene project. Funding for this project is provided by an NSF grant which granted a no-cost extension on 2/22/05 from NSF. The contract renewal could not take place until this approval. Wing Tsao, Originator

B 040826-B13	The California Endowment/ San Francisco State University Foundation/ Welcome Back Center	February 1, 2001 – December 31, 2004	\$1,981,864	Increase contract with SFSU by \$74,045 and extend contract to Dec. 31, 2005	\$2,055,909	Increase and extend contract with SFSU Foundation due to an extension of The California Endowment grant for Welcome Back. Originator: Linda Squires Grohe
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RECOMMENDATION:

RESOLVED: That the Board authorizes the specified amendment to the Resolution as indicated in the table, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration, and/or their designees are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

B9

SUBJECT: CONTRACT/GRANT

Authorization to submit renewal applications for funds and to appropriate all funds receivable upon approval by the California State Department of Education/Child Development Division for the fiscal year 2005-06 for: 1) the Center Based Child Development Program, not to exceed \$454,763; 2) the State Preschool Part-Day Program, not to exceed \$218,661; 3) the State Preschool Full-Day Program, not to exceed \$819,978; 4) the Federal Child Development Block Grant, not to exceed \$27,437,
(Resolution No. 040324-B9)

BACKGROUND INFORMATION:

The San Francisco Community College District has been a participant in the California Department of Education, Child Development Division for over thirty years. During this period, the District has provided child care services at up to ten sites and served approximately three-hundred and fifty children annually in the City and County of San Francisco.

The California Department of Education, Child Development Division has again requested that the District apply for funds to continue existing child development programs. Although this resolution requests authorization to continue the existing child development programs, it is important to recognize the changing economic climate for these programs.

Over the past few years, because of the changing nature of the Child Development and Family Studies Department State Preschool and Center-Based programs and San Francisco Community College District's policies, it has been necessary for the District to make a general fund unrestricted contribution to maintain the operation of the Child

03/24/05 – B9 Page 1

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Development Programs. The contribution totaled \$216,836 for FY 2001-02 and \$324,551 for FY 2002-03; \$320,000 for FY 2003-04; \$407,000 for 2004-05. It is anticipated that these programs will need a general fund contribution of approximately \$420,000 to maintain operations for fiscal year 2005-2006.

The State Preschool and Center-Based programs continue to under-earn their California Department of Education contract awards for the following reasons:

1. The high cost of living in San Francisco has caused the following changes:

- Many income eligible families with small children have moved out of San Francisco.
- Many low income families in the City are ineligible for our programs because income ceilings set by the California Department of Education are very low.
- The need for part-day programs has decreased, as many families require all-day child care. Thus, the part-day program at Mission West State Preschool was closed, and the number of part-day slots in both the Orfalea Family Centers at Ocean Avenue and John Adams has decreased.

2. The Housing Authority is renovating its facilities causing the closure of Valencia Gardens State Preschool with the demolition of the buildings. In addition, the Sunnydale Housing Development continues to have numerous vacancies (currently 92) with other units waiting to be renovated. This has greatly reduced the number of families needing services at the Sunnydale State Preschool site.

3. There is an inequality between the California Department of Education reimbursement rate and the actual costs of providing child care services in the Bay Area. The salaries and fringe benefits paid to the CCSF Child Development program staff are determined by the District's contracts with employee unions. The staffing ratios are set by Title 5 regulations. Both impact the cost of operating the programs but are beyond the control of the Child Development and Family Studies Department.

The California Department of Education, Child Development Division has again requested that the San Francisco Community College District apply for funds to continue existing child development programs as follows:

- 1) Center-Based Child Development Program through 2005-06. Funding for 2004-05 totaled \$454,763 and the request for 2005-06 totals \$454,763. The purpose of the Center-Based Child Development Program is to provide center-based child development services (preschool-3rd grade) for low income families in San Francisco County. Families must meet the state guidelines for certification.
- 2) State Preschool Part-Day Program through 2005-06. Funding for 2004-05 totaled \$218,661 and the request for 2005-06 totals \$218,661. The purpose of the State Preschool Part-Day Program is to provide educational opportunities for low income families with children 3-5 years of age. Families must meet the state guidelines for certification.
- 3) State Preschool Full-Day Program through 2005-06. Funding for 2004-05 totaled \$819,978 and the request for 2005-06 totals \$819,978. The purpose of the State Preschool Full-Day Program is to provide full-day educational opportunities for low income families with children 3-5 years of age. Families must meet the state guidelines for certification.
- 4) The Federal Child Care and Development Block Grant services at Grace Child Development Center through 2005-06. Funding for 2004-05 totaled \$27,437 and the request for 2005-06 totals \$27,437. The purpose of the Grace Child Development Center Program is to provide full day educational opportunities for low income families with children 3-8 years of age. Families must meet the state guidelines for certification.

SHARED GOVERNANCE REVIEW:

Yes _____; No X ; If yes, which committee: _____
Date of Review: _____

(A negative response indicates that a review is not necessary.)

RECOMMENDATION:

RESOLVED: That authorization be hereby given to submit renewal applications for funds and to appropriate all funds receivable upon approval by the California State Department of Education/Child Development Division for: 1) the Center Based Child Development Program for the fiscal year 2005-06, not to exceed \$454,763; 2) the State Preschool Part-Day Program for the fiscal year 2005-06, not to exceed \$218,661; 3) the State Preschool Full-Day Program for the fiscal year 2005-06, not to exceed \$819,978; 4) the Federal Child Development Block Grant for the fiscal year 2004-05, not to exceed \$27,437, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration, and/or their designees are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Originator: Lawrence C. Klein



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005

B10

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: CONTRACT/GRANT

**Approval of: 1) Training Contract with San Francisco International Airport for an amount not to exceed \$49,450, and 2) Specialized Services contract with Org.Metric for an amount not to exceed \$43,000.
(Resolution No: 050324-B10)**

BACKGROUND INFORMATION:

On August 26, 1999, the Board of Trustees approved Resolution No. 990826-B24, authorizing the Office of Contract Education to enter into a \$100,000 training contract with San Francisco International Airport (Airport) and a \$91,000 specialized service contract with Sue Dyer (owner of Org.Metric) to develop and implement the phase one new international terminal activation plan.

On May 31, 2001, the Board of Trustees approved Resolution No. 010531-B23, authorizing the Office of Contract Education to enter into a second \$100,000 training contract with the Airport and a \$91,000 specialized services contract with Org.Metric to continue with the phase two of the implementation process.

The Airport has requested that the Office of Contract Education continue to provide consultation services for an amount not to exceed \$49,450. Services include training, training consultation, organizational development, and facilitation services for the Airport in the areas of management effectiveness, strategic planning, security planning, organizational functionality and other areas designated by the Airport.

Org.Metrics has extensive knowledge in Airport operation and has provided consultation services to various Airports including San Jose and Oakland International Airports. It has provided consultation services to the San Francisco International Airport for the past five years. The Office of Contract Education wishes to retain the specialized services of Org.Metrics to provide the above requested services for an amount not to exceed \$43,000. Contract Education will receive compensation from the

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03/24/05 - B10 Page 1

Airport equal to fifteen percent (15%) of the specialized services contract amount for providing training coordination and administrative services.

SHARED GOVERNANCE REVIEW:

Yes ____; No X; if yes, which committee: _____
Date of Review: _____

(A negative response indicates that a review is not necessary)

RECOMMENDATION:

RESOLVED: That authorization is hereby given to: 1) approve the training contract with the San Francisco International Airport for an amount not to exceed \$49,450; and 2) to approve the specialized service contract with Org.Metrics for providing consultation services to the Airport for an amount not to exceed \$43,000. The contracted period is from April 1, 2005 to June 30, 2007; and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration, and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Judy Teng, Originator

ORG•METRICS

www.orgmet.com

Statement of Qualifications Sue Dyer

Sue Dyer is uniquely qualified to offer training workshops in support of San Francisco International Airport based on the following qualifications:

Nationally Recognized Expert in Partnering

- Ms. Dyer designs and conducts over 100 partnering workshops annually targeted to the large public and private works construction industry.
- She is the author of *Partner Your Project, a Step-by-Step Guide to Partnering Your Project*. This book was recently selected by the American Society of Civil Engineers as the best book on the subject. Ms. Dyer was asked to excerpt it for use in an upcoming ASCE training manual.
- Having worked on literally hundreds of different projects as a trusted neutral, "third-party", she has tremendous experience in bringing diverse interest groups together into cohesive teams.

Skilled Teacher/Trainer

- Ms. Dyer, as an adjunct professor at Golden Gate University, San Francisco, taught Labor Relations. Her classes were always popular due to the "real life" experience she brings to the classes and the practical exercises and "role plays" she conducts.
- She employs recognized curriculum development and adult learning techniques in the design and conduct of her training workshops
- Each workshop is custom designed to meet objective criteria so that participants walk away with the desired results.

Extensive Airport Experience

- Having conducted dozens of workshops at airports, Ms. Dyer is knowledgeable of their unique nature and requirements.
- Working with the senior airport staff and airport director, she has assisted in the development and implementation of strategies for organizational effectiveness.
- Ms. Dyer is currently working with San Francisco International Airport, San Jose International Airport, and Oakland International Airport.
- She recently was a workshop leader at the American Society of Airport Executives' annual conference.

Construction Background

- Ms. Dyer has provided service to the construction industry for over twenty years and thus has an intimate understanding of the industry and how it functions.
- Having served as the executive director for seven different construction trade associations she helped shape the industry.
- Ms. Dyer works on approximately 75 different projects each year, ranging in size from \$1 million to \$3 billion.
- She recently was contracted to develop and write the partnering and dispute resolution guidelines for the California Department of Transportation (Caltrans).

Activation and Startup Experience

- Every project has a planning, design, construction and startup phase. Many of the projects Ms. Dyer has participated in were in the construction and startup (activation) phases. These projects range from hospitals, to freeways, to treatment plants.
- Most recently she was involved in the activation process at the Valley Medical Center, Santa Clara County.
- Ms. Dyer has been working closely with San Francisco International Airport to develop the activation process, understands the issues and parties involved, and is known and trusted by the activation team.

Has worked with all Divisions at San Francisco International Airport

- Ms. Dyer conducts workshops annually with the senior staff.
- Working with the Director of Airports, she has developed training to meet the needs of the senior staff and of employees in various divisions.



CITY COLLEGE OF SAN FRANCISCO

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Date: March 24, 2005 **B11**

To: Board of Trustees

From: Dr. Philip R. Day, Jr., Chancellor

Subject: **REAL ESTATE**
Authorization to Contract—Bean Scene Café, Downtown Campus
(Resolution No. 050324-B11)

BACKGROUND INFORMATION:

The Downtown Campus at 4th and Mission is being remodeled. The first floor remodel includes a space of approximately 1,000 square feet to be used by a vendor to provide a coffee bar that would augment the Educated Palate, serve the Downtown Campus and the general public.

Dr. Henry Liu worked with District administration to draft an RFP for a proposed coffee space at the Downtown Campus. The RFP was mailed to 12 businesses that would likely bid on such food concessions. In addition, ads were placed in the local ethnic newspapers, as well as The Independent for a period of two weeks. A total of seventeen RFP packets were sent to businesses that were either identified as possible bidders or who called to request a bid packet. An open house for bidders was conducted at the site on Wednesday, January 26, 2005, to which five businesses sent representatives. A total of three bids were received by the bid deadline on February 9, 2005.

A task force including the Vice Chancellor of Finance and Administration, the Chief Administrative Services Officer, the Associate Vice Chancellor of Facilities and Planning, the Dean of the Downtown Campus, the Department Chair for the Hotel and Restaurant Department and a faculty member of the Downtown Campus opened and reviewed the bids.

The committee compared the bids and unanimously determined that the Bean Scene submitted the best overall bid (see attached). In addition to the best financial offer to the District, the Bean Scene plans to partner with the Educated Palate and plans to buy pastries it will sell from the Educated Palate, further increasing the benefits for the District. As part of a signing bonus, The Bean Scene will purchase three computers

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03/24/04 - B11 page 1

for the Downtown Campus and a new stove worth approximately \$10,000 for the Hotel and Restaurant Department. Additionally, the signing bonus to the College includes an upfront \$10,000 and an additional \$10,000 for ten years, for a total cash bonus payment of \$125,000.

Further due diligence by the committee included a follow-up meeting with the minority women owners of the Bean Scene to review their bid and to secure further information about their past years' financial statements and the health of their other stores. Furthermore, the Bean Scene recently built out a similar space in Mountain View with approximately the same square footage. The chair of the Hotel and Restaurant Department and the Dean of the Downtown campus visited the Mountain View location as well as others owned by the Bean Scene. They reported that the stores were very well designed and well run.

Based on the costs associated with building out the space, it was determined that a five year contract would be offered with the option to renew for two successive five year terms upon mutual agreement to allow the winning bidder time to amortize the build-out cost.

RECOMMENDATION

RESOLVED: That authorization be hereby given to award a five year contract beginning April 1, 2005 and ending March 31, 2010 with the option to renew for two successive five year terms upon mutual agreement to the Bean Scene for service in the coffee bar at the Downtown Campus, and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Stephen J. Herman, Originator

Comparison of Quotation Sheet Answers

DTN RFP					
Company	#2 Gross Receipts last 3 yrs--	#5 Rental Rate	#7 Value Signing Bonus	#9 MBE	
Latte Express	\$1,311,591 \$1,271,845 \$1,167,262	Base \$4,095/mo or 3% gross whichever higher	\$5,000	Yes	
Bean Scene	\$1,590,000 \$1,480,000 \$1,260,000	Base \$4,500/mo 60-70,000 +\$1200/mo 70-80,000 +\$1700/mo 80-95,000 +\$3000/mo	\$125,000	Yes	
Peets	\$144,000,000 \$119,816,000 \$104,073,000	Base \$3,640/mo 6% gross over \$1,200,000	\$0	No	

Monthly Rent Based on Annual Sales		Base	720K	840K	960K	1.2 M	1.5M
Latte Express		\$4,095	\$4,095	\$4,095	\$4,095	\$4,095	\$4,095
Bean Scene		\$4,500	\$5,700	\$7,400	\$10,400	\$10,400	\$16,400
Peets		\$3,640	\$3,640	\$3,640	\$3,640	\$3,640	\$5,140



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005 **B12**

TO: Board of Trustees

FROM: Phyllis McGuire

SUBJECT: **CONTRACT**
APPROVAL OF CONTRACT WITH AMERICAN ASSOCIATION OF
COMMUNITY COLLEGES (AACC) AND CITY COLLEGE OF SAN
FRANCISCO NOT TO EXCEED \$74,499.00.

BACKGROUND INFORMATION:

In January 2005 City College of San Francisco was asked by the American Association of Community Colleges to participate in homeland security training for flight attendants and pilots funded by a grant from the Transportation Security Administration (TSA). City College of San Francisco is one of ten colleges around the country involved in this program. Crew Member Self-Defense Training (CMSDT) is a three-day training offered for no cost to active pilots and flight attendants around the country on a voluntary basis.

City College of San Francisco was requested to begin this training in January 2005, immediately following a three-day train-the-trainer course for the instructors in late 2004. During the past three months the TSA, through AACC, has slowly provided the participating colleges with classroom material, sign in sheets, and certificates of completion. We did not receive the details of the contract until this month. Given this delay, we were unable to submit a Board Resolution previously. AACC and TSA engaged in substantial negotiations prior to releasing the contract to the ten participating community colleges. At this juncture, we are asking for Board approval to move forward with the contract.

Total amount of the budget for the City College training is \$74,499 from January 2005 through June 2005.

After the initially slow promotion of the program on the part of TSA recent classes have been filled to the maximum number of students, and evaluations of the instructors and the training have been excellent. Classes should continue through June and into the next fiscal year.

RECOMMENDATION:

RESOLVED: That authorization is hereby given to enter into a Contract not to exceed \$74,499.00 with the American Association of Community Colleges to deliver Crew Member Self-Defense Training as part of an agreement between the AACC and TSA.

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FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration, and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Phyllis G. McGuire, Originator



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005

B13

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: CONTRACTS/GRANTS

**Approval of: 1) Contract amendment with San Francisco International Airport for an additional amount of \$87,200; 2) Specialized Services contract with Bolt Systems, Inc. for an amount not to exceed \$47,400; and 3) Specialized Services contract with N. Dale Dunham for an amount not to exceed \$26,800.
(Resolution No: 050324-B13)**

BACKGROUND INFORMATION:

The San Francisco Office of Emergency Services and Homeland Security (DHS) made an application and received 1.8 million dollars from the Governor's Office of Emergency Services to provide homeland security to various city departments. In addition to purchasing type A and type B protective suits for first respondents, San Francisco International Airport (SFIA) wishes to develop the training manual and training DVD for the Mobile Decontamination Vehicle (MDV) to be used by airport personnel in the event of biological, chemical or radiological attacks. The MDV has the capability to rapidly respond to the event and provide on-site decontamination for a large number of victims, including the ability to restore a facility to usefulness after an attack.

CCSF, through the Office of Contract Education, works with SFIA for the past eight years to provide health and safety training. On November 18, 2004, the Board of Trustees approved Resolution No. 041118-B5, authorizing the Office of Contract Education to renew the health and safety training contract with San Francisco International Airport for the amount of \$65,000 for trainings provided from October 1, 2004 to June 30, 2006. SFIA would like to amend the current contract to include the development and production of the computer-based-training DVD, provision of expert advice on the set up and deployment of the MDV. The training DVD consists of the following five modules:

- Orientation to the Mobile Decontamination Vehicle (MDV)
- Delivery of the MDV to the incident site
- Deployment of the DMV's onboard equipment
- Operation of the decontamination process
- Recovery of MDV to Alert Standby Configuration

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05/03/24 B Page 1 of 3
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034

The Office of Contract Education would like to retain BOLT Systems, Inc. to design, develop and deliver the CBT training DVD for the cost of \$47,400 for the period of April 1, 2005 to April 30, 2005.

Bolt Systems has extensive experience working for the Contract Education Office in developing CBT training CDs for the new international airport Activation project. They completed the tasks on time, on budget, and with excellent evaluation from the SFIA staff.

The Office of Contract Education would like to retain Mr. N. Dale Dunham to write the training manual in the above referenced five modules of orientation, delivery, deployment, operation, and recovery of MDV. Mr. Dunham will also serve as content expert for Bolt Systems in developing the DVD. In addition, Mr. Dunham will assist the SFIA Emergency Services Department to conduct on-site drills to use the MDV. The cost of his services will not exceed \$26,800.

Mr. Dunham is chosen to perform the services based on the fact that he is the chief liaison between SFIA and Sandia National Laboratory, a commercial supplier, in developing the decontamination foam for the MDV. Furthermore, Mr. Dunham is the chief engineer in charge to design and build the prototype MDV for the period of April 1, 2005 to April 30, 2005.

CCSF will receive \$13,000 project management fees on the amended Project. The new contract amount will be \$152,500. There is no change to the term of the original contract.

SHARED GOVERNANCE REVIEW:

Yes ____; No X; if yes, which committee: _____

Date of Review: _____

(A negative response indicates that a review is not necessary)

RECOMMENDATION:

RESOLVED: That authorization hereby given to: 1) approve the contract amendment with the San Francisco International Airport for an additional amount of \$87,200; 2) approve the specialized service contract with Bolt Systems, Inc. for producing the Mobile Decontamination Vehicle CBT training DVD for an amount not to exceed \$47,400; 3) approve the specialized service contract with N. Dale Dunham for writing the training manuals, serving as content expert in the development of the training DVD and assisting the Airport to conduct on-site drills to use the MDV for an amount not to exceed \$26,800; and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration, and/or their designee are hereby authorized to execute any and all documents on behalf of the District to effectuate this resolution.

Judy Teng, Originator

BOLT Systems, Inc.

Overview

BOLT Systems, Inc., is a privately held California C corporation founded in 1997 and is headquartered in Milpitas, California. The company has long been recognized as the leader in technology-based training for the photonics and aerospace industries and has made significant contributions to the success of their global clients. BOLT delivers training on a daily basis to a variety of photonics sub-industries- laser manufacturing, semiconductor equipment manufacturing, defense and government agencies and Fortune 500 companies in Silicon Valley and across the world.

BOLT Systems, Inc. develops comprehensive, quick, intensive training courses and programs using industry-driven skills curricula and a successful training technology. Our unique delivery platform significantly speeds up training and provides a high standard of skill at an advanced level of technical expertise upon completion. BOLT's training courses and programs ensure that all training results in a highly trained technical workforce and that these results are measurable. Our training reduces quality problems to practically zero, increases productivity and measurably speeds up the training process.

BOLT training programs are used for:

Training new-hires
Cross-training employees
Bringing all employees up to an industry standard

For more information, visit www.PhotonicsTraining.com

Laser Technology and San Jose City College

BOLT Systems, in cooperation with San Jose City College's Division of Applied Science and Technology, delivers four industry-driven, accredited Laser Technology courses on-site for photonics industry corporations. The Laser Technology program is accredited by the California State University system.

The Laser Technology program consists of four core courses:

Laser 100 - Fundamentals of Photonics
Laser 101 - Geometric Optics
Laser 102 - Intermediate Laser Technology
Laser 103 - Advanced Laser Technology

These four courses comprise the core curricula toward an Associate of Science degree in Laser Technology at San Jose City College. Most of the general education requirements can be completed online with San Jose City College or at a local community college for students interested in pursuing the A.S degree in Laser Technology.

The Laser Technology courses are delivered in a blended format of computer-based coursework designed and developed by BOLT (~30 hours) and instructor-led lecture/labs conducted by BOLT trainers (48 hours) that guarantee a high level of proficiency upon course completion.

Since May 2003, 190 United States Air Force, The Boeing Company, and Northrop Grumman employees at Edwards AFB have attended the Laser Technology. The program delivery is scheduled according to the needs of the individual locations and is delivered at multiple locations simultaneously.

SFIA Common Use Equipment and City College of San Francisco

In 2000 and 2001, BOLT Systems, Inc., developed 12 computer-based training modules under subcontract with City College of San Francisco's Office of Contract Education for San Francisco International Airport's common-use systems. These 12 training modules are available airport-wide to all airline and airport employees.

Optics and DeAnza Community College

BOLT has conducted several intensive training courses in optics to Silicon Valley corporations under subcontract with DeAnza College.

BOLT has extensive experience rapidly and efficiently implementing sustainable training programs within corporate infrastructures. BOLT has the capability to provide training at multiple locations simultaneously.

Mr. N. Dale Dunham

Subject matter expert qualifications.

Mr. Dunham has been the Manager for Emergency Operations & Planning at San Francisco International Airport (SFO) since from 1989 through January 2004. In this capacity he was required to coordinate all emergency services at SFO including planning, exercising, testing and evaluating emergency response programs at SFO. As a consequence of this duty and interaction with federal agencies he came to understand the threat posed to airports of all types by weapons of mass destruction (WMD) especially those using families of chemical and biological agents. He launched a close coordination with Sandia National Laboratories in California and New Mexico, supported initially through the US Department of Energy, to determine the best technologies available for a defense of the airport and response to such attacks. This collaboration, the first in aviation management, was the foundation for the basic research that continues today under the auspices of the US Department of Homeland Security. One of the outcomes of this work was the development of the prototype mobile decontamination vehicle using a proprietary decontamination formulation developed by Sandia and manufactured by a commercial supplier in Colorado. Mr. Dunham was the principle agent for the airport in dealing with the conceptual validation, design, procurement, commercial contract negotiations, and final assembly of the vehicle and its sub-components. Concurrent to these actions he negotiated the initial waivers required from the Environmental Protection Agency and US Department of Health for field use of the vehicle as a humanitarian response device. He wrote the operations manual describing its employment and maintenance. In addition he designed and oversaw exercises testing the vehicle in field operations. He understands the vehicle and its operation to an extent that no one else does.

Mr. Dunham's background includes a BA in International Relations from American University; a Masters of Public Administration from University of Oklahoma; and various courses on emergency preparedness from University of California-Berkeley as well as holding the professional qualification of Certified Emergency Manager. In addition, he has experience in the military in dealing with nuclear materials and testing operations.



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005

C1

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: EQUIPMENT, SUPPLIES & SERVICES

**Procurement of Equipment, Supplies, Services, Etc.,
less than \$3,000
(Resolution No. 050324-C1)**

BACKGROUND INFORMATION:

Listed below is a summary of purchases for equipment, supplies, and services in individual amounts of less than \$3,000. Investigation indicates that they are necessary for the support of District operations, and therefore are recommended for approval by the Board of Trustees. It is certified that the items summarized below are in accord with the Board of Trustees policy and that funds are available to cover payment.

RECOMMENDATION:

RESOLVED: That approval be and is hereby given for the procurement of the equipment, supplies, services, etc., totaling \$332,338.93 for February 2005 individual amounts of less than \$3,000 not heretofore approved as summarized and detailed below:

Direct Payments	\$	103,842.23
Purchase Orders		200,854.82
Travel/Mileage		<u>27,641.88</u>
GRAND TOTAL:	\$	332,338.93

James Kendrix, Originator

03/24/05 – C1 page 1

BOARD OF TRUSTEES

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR



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FAX: (773) 837-0871
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CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

Date:

March 24, 2005

C2

To:

Board of Trustees

From:

Dr. Philip R. Day, Jr., Chancellor

Subject: EQUIPMENT, SUPPLIES & SERVICES
Procurement of Equipment, Supplies,
Services, Etc., more than \$3,000
(Resolution No. 050324-C2)

BACKGROUND INFORMATION:

The following departmental requests for the purchase of supplies, equipment, and services have been received. Investigation indicates that they are necessary for the support of District operations, and therefore are recommended for approval by the Board of Trustees. It is certified that the items summarized below are in accord with the Board of Trustees policy and that funds are available to cover payment.

Please note that some of the items represent significant expenditures but are actual annual payment encumbrances which are dispersed monthly. In some cases, these items are paid in simple annual payment given the terms and the conditions of our vendor contracts. These items are identified for you in the attachment.

RECOMMENDATION:

RESOLVED: That approval be and is hereby given for the procurement of the equipment, supplies, services, as detailed in Attachment "B".

GRAND TOTAL: \$ 1,814,917.50

James Kendrix, Originator

03/24/05- C2 page 1

BOARD OF TRUSTEES

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR



18

OFFICE OF THE ATTORNEY GENERAL

ALBANY, N. Y.

1890

IN SENATE,

1890

REPORT OF THE ATTORNEY GENERAL
ON THE PROCEEDINGS OF THE
COMMISSIONERS OF THE LAND OFFICE
IN THE MATTER OF THE
LANDS BELONGING TO THE STATE

ALBANY: J. B. LIPPINCOTT & CO., PRINTERS.

THE LANDS BELONGING TO THE STATE OF NEW YORK. A REPORT OF THE ATTORNEY GENERAL, ALBANY, N. Y., 1890.

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THE LANDS BELONGING TO THE STATE OF NEW YORK. A REPORT OF THE ATTORNEY GENERAL, ALBANY, N. Y., 1890.

	A	B	C	D	E	F	G	H	I	J	K
	Fund	Org	Acct	Prog	Act	Department	Vendor	Doc	Amount	Description	
1	U	0070	5720	6600	S	General Counsel Office	Battiste L	DPB4122	3,030.00	Litigation	
2	+	2010	5632	6730	S	Human Resources - General	Ricoh Business Systems (Savin Corp)	LAB7127	5,432.60	Other Copier Leases	
3	U	2530	4302	6780	S	ITS-Systems and Operations	California Media Solutions	POB6895	4,985.58	Computer Supplies	
4	U	2530	5656	6780	S	ITS-Systems and Operations	Internet Software Sciences	DPB6868	3,000.00	Software License Fees	
5	U	2542	5656	6780	S	ITS-LABS	Expert Network Consultants	POB6894	33,189.00	Software License Fees	
6	U	2550	5650	6780	S	ITS-Networking	Hewlett-Packard Express Services	POB6882	14,850.00	Maint & Repair - Equipment	
7	U	3522	5530	6570	S	Utilities	SBC	DPB3900	3,151.79	Telephone	
8	U	3562	4301	6770	S	College Services	Spicers Paper Inc	PO94984	23,163.23	Printing Supplies	
9	U	7232	5650	1900	C	Chemistry	Hitachi High Technologies America, Inc	DPA6819	4,318.40	Maint & Repair - Equipment	
10	*	U	7516	5650	1000	C	Film Production	TPB6790	3,000.00	Maint & Repair - Equipment	
11	U	7725	4303	1200	C	Nursing-RN	Smith M	POB5602	4,244.21	Other Supplies	
12	U	7736	5560	0800	C	Physical Education	Riddell/All American Sports Corp.	POB8158	4,560.00	Housekeeping	
13	UPFX	2010	5802	6730	S	Partnership for Excellence	AC Ad Club	DPB7144	3,912.82	Print Advertising	
14	UPFX	2010	5802	6730	S	Partnership for Excellence	AC Ad Club	DPB7143	3,959.70	Print Advertising	
15	UPFX	2010	5802	6730	S	Partnership for Excellence	The Chronicle of Higher Education	DPB7141	5,040.00	Print Advertising	
16	UPFX	2010	5802	6730	S	Partnership for Excellence	The Chronicle of Higher Education	DPB7140	7,087.50	Print Advertising	
17	UPFX	2010	5802	6730	S	Partnership for Excellence	AC Ad Club	DPB7136	8,754.60	Print Advertising	
18							Keenan & Associates	VPA7974H	207,695.00	Self Insurance Claims	
19	612000	9900	9401	6720	S	Dental Coalition	Keenan & Associates	VPA7974I	207,695.00	Self Insurance Claims	
20	612000	9900	9401	6720	S	Dental Coalition					
21							Total Unrestricted		551,069.43		
22											
23	*	121195	5153	5120	S	Biolink:NATE-Biotech	University of California San Francisco	TPB3659	7,468.80	Computer Consulting	
24	*	121195	5153	5190	S	Biolink:NATE-Biotech	Bobes M	PSB3657	5,000.00	Other Consulting	
25	*	121196	5153	5190	S	Biolink: NATE-Biotech	SF Works/SF Chamber of Commerce F	TPB3658	3,840.00	Other Consulting	
26	*	121209	7704	5190	1300	N NSF-Math Modules 2 Years	Bebee J	PSB5042	9,000.00	Other Consulting	
27	*	121218	7421	5190	6840	S	SJSU/SBDC YR 2004	Chendes J	PSB7408	4,000.00	Other Consulting
28	*	121218	7421	5190	6840	S	SJSU/SBDC YR 2004	Collins J	PSB7419	4,000.00	Other Consulting
29	*	121218	7421	5190	6840	S	SJSU/SBDC YR 2004	Moberg M	PSB7429	5,000.00	Other Consulting
30	*	121218	7421	5190	6840	S	SJSU/SBDC YR 2004	Zlatar M	PSB7421	5,000.00	Other Consulting
31	*	121218	7421	5190	6840	S	SJSU/SBDC YR 2004	Dean J	PSB7427	6,000.00	Other Consulting
32	*	121218	7421	5190	6840	S	SJSU/SBDC YR 2004	Wright G	PSB7424	6,000.00	Other Consulting
33	*	121218	7421	5190	6840	S	SJSU/SBDC YR 2004	Hilliard and Associates	TPB6044	6,000.00	Other Consulting
34	*	121218	7421	5190	6840	S	SJSU/SBDC YR 2004	Camerato T	PSB7420	8,000.00	Other Consulting
35	*	121218	7421	5190	6840	S	SJSU/SBDC YR 2004	Ervin G	PSB7422	8,000.00	Other Consulting
36		121249	8180	4304	1500	N ABE 321/Workforce Investment 03-04	Audio Graphic Systems	POB9168	3,046.69	Durable Supplies	
37		121820	0020	5190	6600	S Fipse-NATN Directed Grant	Griffin R	PSB6988	5,000.00	Other Consulting	
38	*	122517	7614	5640	1500	N SFDHS VESL-VIP Program Yr-3	Aguirre Group	TPB0917A	4,000.50	Other Utilities	
39	*	123117	7905	5640	7320	N Calworks Program 03-04	Aguirre Group	TPB0917A	4,000.50	Other Utilities	
40		123209	7320	6413	4900	N Disabled Student Excess Cost 03-04	Freedom Scientific	POB2474	8,687.88	Computer Equipment Additions	
41	*	123317	7421	5190	6840	S Eco-SBDC 03-04 CT#01-311-016	Jingirian, Jr. K	PSB7428	3,000.00	Other Consulting	
42	*	123317	7421	5190	6840	S Eco-SBDC 03-04 CT#01-311-016	Lane R	PSB7407	4,000.00	Other Consulting	
43	*	123317	7421	5190	6840	S Eco-SBDC 03-04 CT#01-311-016	Perry R	PSB7426	4,000.00	Other Consulting	
44	*	123317	7421	5190	6840	S Eco-SBDC 03-04 CT#01-311-016	Lee-Merrow S	PSB7425	5,000.00	Other Consulting	
45	*	123317	7421	5190	6840	S Eco-SBDC 03-04 CT#01-311-016	Looyen E	PSB7423	5,000.00	Other Consulting	
46		123357	7175	6413	6840	N ECO-CACT 03-04 CT#01-302-009	OmniPro Systems Inc.	POB5036	9,388.52	Computer Equipment Additions	
47	*	123628	6440	7600	6430	C EOPS/CARE 03-04	CCSF Hotel & Restaurant Dept.	TP93162	18,000.00	EOPS/CARE Student Meal Vouchers	
48		123856	9500	5633	6780	S Instr Equip & Materials 02-03	University Lease	DPB6861	35,541.72	Other Equipment Leases	



	A	B	C	D	E	F	G	H	I	J	K
		Fund	Org	Acct	Prog	Act:	Department	Vendor	Doc	Amount	Description
1											
49		123857	6420	6413	6470	C	Instr Equip & Mat ongoing 03-05	Omniopro Systems Inc.	POB0995	5,049.90	Computer Equipment Additions
50		123857	7736	6414	0800	C	Instr Equip & Mat ongoing 03-05	Life Fitness	POB3458	15,075.78	Misc Equipment Additions
51		123857	9500	5633	6780	S	Instr Equip & Mat ongoing 03-05	University Lease	DPB86861	14,455.64	Other Equipment Leases
52	*	123868	6474	5632	6320	C	Matriculation Credit 03-04	Ricoh Business Systems (Savin Corp)	LAB7506	4,101.30	Other Copier Leases
53		123885	2058	5212	6750	S	Telecommunications & Tech 01-02	League for Innovation in the Com. Col.	DPB6875	4,400.00	Travel - Local
54		124903	4042	5656	6460	S	Edshare Program 03-04	AppWorx Corporation	TPB8909	5,460.00	Software License Fees
55		125113	1105	5640	6599	S	Mission Rental Properties	E.F. Gomez Cement Contractor	DPB8490	5,800.00	Other Utilities
56		129991	9210	5210	7010	S	Contract Education Operation 00-01	Teng J	TO30327	3,182.94	Travel - Non Local
57		141160	7428	6414	6960	S	School of Applied Sci & Tech	Wolf Form Co., Inc	POA9678	4,044.60	Misc Equipment Additions
58	*	211204	7374	5610	2100	S	CA Early Childhood Mentoring 03-04	Embassy Suites	TPB7281	4,000.00	Other Property Leases
59		213003	7334	5202	6890	S	United Way-ECE Leadership	Grand Cafe	DPB7194	3,294.50	Conference Expenses
60	*	213003	7334	5202	6890	S	United Way-ECE Leadership	Left Coast Catering	TPB7192	11,680.70	Conference Expenses
61	*	213905	7334	5190	2100	N	SFDCYF-Family Child Care Train Inst	Schiorring E	PSB0938	4,000.00	Other Consulting
62		42133C	8070	6202	7100	R	Art Building & Horticulture Improve	Keenan & Associates	DPB7782	3,990.00	Construction in Progress
63	*	42133C	8070	6202	7100	E	Art Building & Horticulture Improve	GRC Electric	CTB7772	14,823.00	Construction in Progress
64	*	42133C	8070	6202	7100	H	Art Building & Horticulture Improve	Mintie Corporation	CTB7805	46,752.00	Construction in Progress
65		42147P	8067	6201	7100	H	HS-Ocean Camp Emerg Fire Alarm Re	Pacific Auxiliary Fire Alarm Co.	DPB7790	5,900.00	Building Improvements Planning
66	*	42157C	8052	6202	7100	C	CC-Children's Center Furnace Replac	N.V. Heathorn, Inc	CTA8700A	14,523.36	Construction in Progress
67	*	42161C	8811	6202	7100	H	HS-2003 Modernization	Ng's Landmark Building & Engineering	CTB7763	3,210.00	Construction in Progress
68	*	42161C	8811	6202	7100	H	HS-2003 Modernization	Harry Bharuchi Ltd.	CTB7811	5,410.00	Construction in Progress
69	*	42186M	8510	6204	7100	A	ADA-Dwntwn Accessibility Imprvmnts	Hazard Management Services Inc	CTB7827	24,000.00	Hazardous Materials
70		425002	8412	6101	7100	L	Bond-Mission Land Purchase	Shute, Mihaly & Weinberger LLP	DPB9453	5,666.70	Site Improvement Planning
71		432505	8067	6413	7100		Server Support	Dell Computer Corporation	POB6879	5,213.31	Computer Equipment Additions
72		432505	8067	6413	7100		Server Support	Dell Computer Corporation	POB6873	15,812.03	Computer Equipment Additions
73	*	432681	8067	6203	7100		Districtwide Technology Network	NBH Solutions, LLC	CTB4939	158,000.00	Buildings Project Management
74	*	433008	8066	6203	7100		Student Union Renovation	Yum's Mechanical Company	CTB7771	8,480.00	Buildings Project Management
75	*	433018	8055	6202	7100		Arts Bldng Horticulture & Renovatio	U. S. Electric Technologies, Inc.	CTB7817	14,800.00	Construction in Progress
76	*	433018	8055	6202	7100		Arts Bldng Horticulture & Renovatio	Ng's Landmark Building & Engineering	CTB4890	14,950.00	Construction in Progress
77		433020	8053	6202	7100		Various Site Floor Renovation	Floorcraft	DPB9454	3,977.17	Construction in Progress
78		433020	8059	6202	7100		Various Site Floor Renovation	Floorcraft	DPB9454	3,303.01	Construction in Progress
79		433020	8610	6202	7100		Various Site Floor Renovation	Floorcraft	DPB9454	8,257.76	Construction in Progress
80	*	434004	8083	6201	7100		Community Health & Wellness Center	Geo Resources Consultants Inc.	CTB7808	10,000.00	Building Improvements Planning
81	*	434005	8069	6202	7100		200 Bungalow Moves	Ng's Landmark Building & Engineering	CTB4820A	7,000.00	Construction in Progress
82	*	434005	8069	6202	7100		200 Bungalow Moves	T & T Electric Corporation	CTB7810	7,887.25	Construction in Progress
83		434006	8069	6203	7100		Student Health Center	Division of the State Architect	DPB7825	28,780.00	Buildings Project Management
84								Total Restricted		681,255.56	
85											
86								Total Unrestricted and Restricted		1,232,324.99	

A	B	C	D	E	F	G	H	I	J	K
1	Fund	Org	Acct	Prog	Act	Department	Vendor	Doc	Amount	Description
2	U	0070	5720	6600	S	General Counsel Office	Battiste L	DPB4122	3,030.00	Litigation
3	+	2010	5632	6730	S	Human Resources - General	Ricoh Business Systems (Savin Corp)	LAB7127	5,432.60	Other Copier Leases
4	U	2530	4302	6780	S	ITS-Systems and Operations	California Media Solutions	POB6895	4,985.58	Computer Supplies
5	U	2530	5656	6780	S	ITS-Systems and Operations	Internet Software Sciences	DPB6868	3,000.00	Software License Fees
6	U	2542	5656	6780	S	ITS-LABS	Expert Network Consultants	POB6894	33,189.00	Software License Fees
7	U	2550	5650	6780	S	ITS-Networking	Hewlett-Packard Express Services	POB6882	14,850.00	Maint & Repair - Equipment
8	U	3522	5530	6570	S	Utilities	SBC	DPB3900	3,151.79	Telephone
9	U	3562	4301	6770	S	College Services	Spicers Paper Inc	PO94984	23,163.23	Printing Supplies
10	U	7232	5650	1900	C	Chemistry	Hltachi High Technologies America, Inc	DPA6819	4,318.40	Maint & Repair - Equipment
11	*	7516	5650	1000	C	Film Production	Smith M	TPB6790	3,000.00	Maint & Repair - Equipment
12	U	7725	4303	1200	C	Nursing-RN	Bay Area Surgical Co., Inc.	POB5602	4,244.21	Other Supplies
13	U	7736	5560	0800	C	Physical Education	Riddell/American Sports Corp.	POB8158	4,560.00	Housekeeping
14	UPEX	2010	5802	6730	S	Partnership for Excellence	AC Ad Club	DPB7144	3,912.82	Print Advertising
15	UPEX	2010	5802	6730	S	Partnership for Excellence	AC Ad Club	DPB7143	3,959.70	Print Advertising
16	UPEX	2010	5802	6730	S	Partnership for Excellence	The Chronicle of Higher Education	DPB7141	5,040.00	Print Advertising
17	UPEX	2010	5802	6730	S	Partnership for Excellence	The Chronicle of Higher Education	DPB7140	7,087.50	Print Advertising
18	UPEX	2010	5802	6730	S	Partnership for Excellence	AC Ad Club	DPB7136	8,754.60	Print Advertising
19	612000	9900	9401	6720	S	Dental Coalition	Keenan & Associates	VPA7974H	207,695.00	Self Insurance Claims
20	612000	9900	9401	6720	S	Dental Coalition	Keenan & Associates	VPA7974I	207,695.00	Self Insurance Claims
21							Total Unrestricted		551,069.43	
22										
23	*	121195	5153	5120	S	Biolink:NATE-Biotech	University of California San Francisco	TPB3659	7,468.80	Computer Consulting
24	*	121195	5153	5190	S	Biolink:NATE-Biotech	Bobes M	PSB3657	5,000.00	Other Consulting
25	*	121196	5153	5190	S	Biolink: NATE-Biotech	SF Works/SF Chamber of Commerce F	TPB3658	3,840.00	Other Consulting
26	*	121209	7704	5190	N	NSF-Math Modules 2 Years	Bebee J	PSB5042	9,000.00	Other Consulting
27	*	121218	7421	5190	S	SJSU/SBDC YR 2004	Ghendes J	PSB7408	4,000.00	Other Consulting
28	*	121218	7421	5190	S	SJSU/SBDC YR 2004	Collins J	PSB7419	4,000.00	Other Consulting
29	*	121218	7421	5190	S	SJSU/SBDC YR 2004	Moberg M	PSB7429	5,000.00	Other Consulting
30	*	121218	7421	5190	S	SJSU/SBDC YR 2004	Zlatar M	PSB7421	5,000.00	Other Consulting
31	*	121218	7421	5190	S	SJSU/SBDC YR 2004	Dean J	PSB7427	6,000.00	Other Consulting
32	*	121218	7421	5190	S	SJSU/SBDC YR 2004	Wright G	PSB7424	6,000.00	Other Consulting
33	*	121218	7421	5190	S	SJSU/SBDC YR 2004	Hilliard and Associates	TPB6044	6,000.00	Other Consulting
34	*	121218	7421	5190	S	SJSU/SBDC YR 2004	Camerato T	PSB7420	8,000.00	Other Consulting
35	*	121218	7421	5190	S	SJSU/SBDC YR 2004	Ervin G	PSB7422	8,000.00	Other Consulting
36	121249	8180	4304	1500	N	ABE 321/Workforce Investment 03-04	Audio Graphic Systems	POB9168	3,046.69	Durable Supplies
37	121820	0020	5190	6600	S	Fipse-NATN Directed Grant	Griffin R	PSB6988	5,000.00	Other Consulting
38	*	122517	7614	5640	1500	SFDHS VESL-VIP Program Yr-3	Aguirre Group	TPB0917A	4,000.50	Other Utilities
39	*	123117	7905	5640	7320	N Calworks Program 03-04	Aguirre Group	TPB0917A	4,000.50	Other Utilities
40	123209	7320	6413	4900	N	Disabled Student Excess Cost 03-04	Freedom Scientific	POB2474	8,687.88	Computer Equipment Additions
41	*	123317	7421	5190	S	Eco-SBDC 03-04 CT#01-311-016	Jingirian, Jr. K	PSB7428	3,000.00	Other Consulting
42	*	123317	7421	5190	S	Eco-SBDC 03-04 CT#01-311-016	Lane R	PSB7407	4,000.00	Other Consulting
43	*	123317	7421	5190	S	Eco-SBDC 03-04 CT#01-311-016	Perry R	PSB7426	4,000.00	Other Consulting
44	*	123317	7421	5190	S	Eco-SBDC 03-04 CT#01-311-016	Lee-Morrow S	PSB7425	5,000.00	Other Consulting
45	*	123317	7421	5190	S	Eco-SBDC 03-04 CT#01-311-016	Looyen E	PSB7423	5,000.00	Other Consulting
46	123357	7175	6413	6840	N	ECO-CACT 03-04 CT#01-302-009	Omniport Systems Inc.	POB5036	9,388.52	Computer Equipment Additions
47	*	123628	6440	7600	C	EOPS/CARE 03-04	CCSF Hotel & Restaurant Dept.	TP93162	18,000.00	EOPS/CARE Student Meal Vouchers
48	123856	9500	5633	6780	S	Instr Equip & Materials 02-03	University Lease	DPB6861	35,541.72	Other Equipment Leases

Page 1 of 2
04/03/25

* equals annual encumbrances to be paid on a monthly basis
* equals encumbrances to be paid by multiple payments during the fiscal year



	A	B	C	D	E	F	G	H	I	J	K
	Fund	Org	Acct	Prog	Act	Department	Vendor	Doc	Amount	Description	
1											
49	123857	6420	6413	6470	C	Instr Equip & Mat ongoing 03-05	Omniipro Systems Inc.	POB0995	5,049.90	Computer Equipment Additions	
50	123857	7736	6414	0800	C	Instr Equip & Mat ongoing 03-05	Life Fitness	POB3458	15,075.78	Misc Equipment Additions	
51	123857	9500	5633	6780	S	Instr Equip & Mat ongoing 03-05	University Lease	DPB6861	14,455.64	Other Equipment Leases	
52	*	123868	6474	5632	C	Matriculation Credit 03-04	Ricoh Business Systems (Savin Corp)	LAB7506	4,101.30	Other Copier Leases	
53	123885	2058	5212	6750	S	Telecommunications & Tech 01-02	League for Innovation in the Com. Col.	DPB6875	4,400.00	Travel - Local	
54	124903	4042	5656	6460	S	Edshare Program 03-04	AppWorx Corporation	TPB8909	5,460.00	Software License Fees	
55	125113	1105	5640	6599	S	Mission Rental Properties	E.F. Gomez Cement Contractor	DPB8490	5,800.00	Other Utilities	
56	129991	9210	5210	7010	S	Contract Education Operation 00-01	Teng J	TO30327	3,182.94	Travel - Non Local	
57	141160	7428	6414	6960	S	School of Applied Sci & Tech	Wolf Form Co., Inc	POA9678	4,044.60	Misc Equipment Additions	
58	*	211204	7374	5610	S	CA Early Childhood Mentoring 03-04	Embassy Suites	TPB7281	4,000.00	Other Property Leases	
59	213003	7334	5202	6890	S	United Way-ECE Leadership	Grand Cafe	DPB7194	3,294.50	Conference Expenses	
60	*	213003	7334	5202	S	United Way-ECE Leadership	Left Coast Catering	TPB7192	11,680.70	Conference Expenses	
61	*	213905	7334	5190	N	SFDCYF-Family Child Care Train Inst	Schlöring E	PSB0938	4,000.00	Other Consulting	
62	42133C	8070	6202	7100	R	Art Building & Horticulture Improve	Keenan & Associates	DPB7782	3,990.00	Construction in Progress	
63	*	42133C	8070	6202	E	Art Building & Horticulture Improve	GRC Electric	CTB7772	14,823.00	Construction in Progress	
64	*	42133C	8070	6202	H	Art Building & Horticulture Improve	Mintie Corporation	CTB7805	46,752.00	Construction in Progress	
65	42147P	8067	6201	7100	H	HS-Ocean Camp Emerg Fire Alarm Re	Pacific Auxiliary Fire Alarm Co.	DPB7790	5,900.00	Building Improvements Planning	
66	*	42157C	8052	6202	C	CC-Children's Center Furnace Replac	N.V. Heathorn, Inc	CTA8700A	14,523.36	Construction in Progress	
67	*	42161C	8811	6202	H	HS-2003 Modernization	Ng's Landmark Building & Engineering	CTB7763	3,210.00	Construction in Progress	
68	*	42161C	8811	6202	H	HS-2003 Modernization	Harry Bharuchi Ltd.	CTB7811	5,410.00	Construction in Progress	
69	*	42186M	8510	6204	A	ADA-Dwmtwn Accessibility Imprvmnts	Hazard Management Services Inc	CTB7827	24,000.00	Hazardous Materials	
70	425002	8412	6101	7100	L	Bond-Mission Land Purchase	Shute, Mihaly & Weinberger LLP	DPB9453	5,666.70	Site Improvement Planning	
71	432505	8067	6413	7100		Server Support	Dell Computer Corporation	POB6879	5,213.31	Computer Equipment Additions	
72	432505	8067	6413	7100		Server Support	Dell Computer Corporation	POB6873	15,812.03	Computer Equipment Additions	
73	*	432681	8067	6203	7100	Districtwide Technology Network	NBH Solutions, LLC	CTB4939	158,000.00	Buildings Project Management	
74	*	433008	8066	6203	7100	Student Union Renovation	Yum's Mechanical Company	CTB7771	8,480.00	Buildings Project Management	
75	*	433018	8055	6202	7100	Arts Bldng Horticulture & Renovatio	U. S. Electric Technologies, Inc.	CTB7817	14,800.00	Construction in Progress	
76	*	433018	8055	6202	7100	Arts Bldng Horticulture & Renovatio	Ng's Landmark Building & Engineering	CTB4890	14,950.00	Construction in Progress	
77		433020	8053	6202	7100	Various Site Floor Renovation	Floorcraft	DPB9454	3,977.17	Construction in Progress	
78		433020	8059	6202	7100	Various Site Floor Renovation	Floorcraft	DPB9454	3,303.01	Construction in Progress	
79		433020	8610	6202	7100	Various Site Floor Renovation	Floorcraft	DPB9454	8,257.76	Construction in Progress	
80	*	434004	8083	6201	7100	Community Health & Wellness Center	Geo Resources Consultants Inc.	CTB7808	10,000.00	Building Improvements Planning	
81	*	434005	8069	6202	7100	200 Bungalow Moves	Ng's Landmark Building & Engineering	CTB4820A	7,000.00	Construction in Progress	
82	*	434005	8069	6202	7100	200 Bungalow Moves	T & T Electric Corporation	CTB7810	7,887.25	Construction in Progress	
83		434006	8069	6203	7100	Student Health Center	Division of the State Architect	DPB7825	28,780.00	Buildings Project Management	
84							Total Restricted		681,255.56		
85							Total Unrestricted and Restricted		1,232,324.99		
86											





CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

C3

Subject: GRANTS
Acceptance of Gifts
(Resolution No. 050324-C3)

BACKGROUND INFORMATION:

SFCCD Policy Manual Section 8.08 Acceptance of Gifts provides that (1) motor vehicles, (2) aircraft, (3) cash exceeding \$250, (4) securities, (5) precious stones, (6) precious metals, (7) goods other than (1) or (2) above with a market value exceeding \$1,500, be accepted by the SFCCD only by resolution of the Board of Trustees.

SHARED GOVERNANCE REVIEW:

Yes ____: No X: If yes, which committee: _____
Date of Review: _____

RECOMMENDATION:

WHEREAS: The SFCCD has been tendered the gifts detailed in Attachment A;

WHEREAS: Vice Chancellor of Academic Affairs Don Griffin declares that these gifts will enhance the instructional program of the San Francisco Community College District;

THEREFORE BE IT RESOLVED: That the Chancellor and the Vice Chancellor of Finance and Administration or their designees, are hereby authorized to accept the gifts listed on Attachment A for and in the name of the San Francisco Community College District;

FURTHER BE IT RESOLVED: That upon transfer of legal title of these gifts described in Attachment A, the Secretary of the SFCCD Board of Trustees is directed to notify the donors of acceptance of the gifts by the governing board.

Dr. Kathleen Sullivan Alioto, Originator

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1911

VOLUME 10

PART 1

January 1911

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The Journal is published monthly, except in the summer months, when it is published bi-monthly. The subscription price, which includes postage, is 10s. 6d. per annum in advance. Single copies are sold at 1s. 6d. each. The Journal is sent free of charge to all members of the Society.

Advertisements are accepted on the following conditions:

1. Advertisements must be submitted in duplicate, and must be clearly legible.

2. Advertisements must be paid for in advance.

3. Advertisements must be submitted at least three weeks before the date of publication.

4. Advertisements must be submitted in the English language, and must be in accordance with the rules of the Society.

5. Advertisements must be submitted in the original, and in a legible form.

6. Advertisements must be submitted in the original, and in a legible form.

7. Advertisements must be submitted in the original, and in a legible form.

8. Advertisements must be submitted in the original, and in a legible form.

9. Advertisements must be submitted in the original, and in a legible form.

10. Advertisements must be submitted in the original, and in a legible form.

DESCRIPTION	DONOR	MARKET VALUE DECLARED BY DONOR
February 2005		
1. Cash	Private Industry Council of SF	\$456
2. Cash	The Clara Abbott Foundation	\$630
3. Cash	Shee Atika Benefits Trust	\$825
4. Cash	Felicia Lee	\$300
5. Cash	United States Bowling Congress	\$395
6. Cash	National Restaurant Association	\$2,000



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005 **F1**

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: HUMAN RESOURCES
Appointment
Educational Administrator
(Resolution No. 050324-F1)

BACKGROUND INFORMATION:

Resolution No. 050324-F1 covers an appointment for the educational administrative position of Dean of Student Support Services (Office of the Vice Chancellor of Student Development). Board of Trustees' approval is required.

RECOMMENDATION: That effective July 1, 2005, LINDY MCKNIGHT, be appointed Dean of Student Support Services (Office of the Vice Chancellor of Student Development). Salary shall be in accordance with the Administrative Salary Schedule, Classification D, Dean.

Clara Starr, Originator

BOARD OF TRUSTEES

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

03/24/05 - F1 page 1

LINDY MCKNIGHT

OBJECTIVE: Dean of Student Support Services, City College of San Francisco

Student Support Services: Leadership and Managerial Experience City College of San Francisco 1982-present

Title: Department Chair/Continuing Student Counseling Dept. (CSCD) (4/02-present)

Duties:

Implementing Policies and Procedures

- Developed and continue to implement a comprehensive service delivery system in the CSCD that supports student learning.
- Institute a probationary student caseload and follow-up system that personalizes the counseling response and positively affects retention and success of at-risk students.
- Integrate outreach services into the CSCD service delivery, resulting in greater student access to counseling and in coordinated referral to other support services.
- In collaboration with instructional faculty, the Dean of Matriculation and the NSCD, initiate early alert interventions to identify at risk students and connect them to suitable support services.
- Oversee development and implementation of a comprehensive student satisfaction survey to assess and evaluate the impact of department programs and services.

Hiring, Supervising, Developing and Evaluating Culturally Competent Staff

- Hire, supervise, assess and evaluate performance of a diverse group of student workers, classified staff and counseling faculty.
- Initiate and facilitate staff development semester retreats for training and development of counselors and classified staff, resulting in increased morale and more effective program assessment of student learning.
- Participate in the Diversity Leadership Institute at CCSF to further improve and deepen understanding of cultural competence and diversity-related issues.
- Present diversity material to the CSCD to provide for continued training in working with global, non-traditional, and special student populations.
- Ensure a diverse applicant pool for classified, faculty, and administrative hires by developing new screening and hiring criteria for job announcements and committee evaluations of candidates.

Budgeting and Finance/Grant and Report Writing

- Maintain quality counseling services to students while responsibly managing and conserving funds.
- Write and secure supplemental department funding for instructional materials by developing successful grant RFP's and by department participation in the MAA (CA Medi-Cal Administrative Activities) Program.
- Develop and implement CSCD accountability reports that secure funding for summer services, lab and work study programs.
- Align the CSCD with CCSF goals by authoring and developing mid-year and annual assessment reports in line with student learning outcomes.
- Collect evidence and write sections of Standard 2B for the Self Study Accreditation report.

- Direct, coordinate and ensure completion of the CSCD Program Review.

Collaborating Among Divisions to Promote Student Learning Outcomes (SLO's)

- Provide strong advocacy for collaboration between student development and instruction through participation on the Basic Skills Committee, Early Alert Task Force, and through Title 3 grant activities to promote retention, access, and student success.
- Build collaborative relationships with administration and instructional department chairs by participating on decision-making committees that impact Student Development programs and policies.
- Consult and strategize with Campus Deans to promote smooth delivery of counseling services at campuses and to develop and coordinate schedules, assignments and student support services.
- Developed and provided flex workshops to the campus community on Student Learning Outcomes.
- Contribute to the authoring of a new Student Development mission statement and Divisional student learning outcomes.
- Integrate student learning outcomes into agenda topics for CSCD semester retreats and department meetings.
- Chaired and participated in shared governance committees to ensure Student Development perspectives.

Additional Leadership Experience

- Conceived, developed, designed, implemented and evaluated a comprehensive electronic educational planning software program currently installed in five California Community Colleges.
- Explained and demonstrated electronic educational planning to student service divisions throughout California Community Colleges as well as at statewide technology conferences.
- Promoted, participated and provided leadership in the reorganization of the General Counseling Department, resulting in improved services to students and high morale among department members.
- Developed, negotiated, and explained special counselor transfer policy to counselors during the reorganization while serving as Grievance Officer and Executive Board member of AFT 2121.
- Introduced, promoted, and implemented SARS into the delivery of counseling services across the Student Development Division, increasing student access to appointments and improving counselor accountability.
- Pilot innovative programs and technological developments in the CSCD to improve student learning outcomes: NATN's CollegeStepz, CAP degree audit program, document imaging, and the electronic educational planning project.
- Collaborate with CCSF faculty to support student access, retention and success in basic skills for K-12 at risk students.
- In collaboration with SFSU and CCSF Admissions and Records, provided leadership in developing certification policies for crucial areas of transfer.

Title: Student Development Technology Office Coordinator (1/01-6/02)

Duties:

Technology and Information Systems Application

- Originated and co-directed the Student Development Technology Office, centralizing technology issues and implementing staff trainings across Student Development.
- Trained student development faculty on technological applications SARS/Banner/Internet.
- Reviewed, analyzed, and monitored Banner and Banner Upgrades to ensure accurate reporting of student transcripts.

- Diagnosed Banner discrepancies and insured accuracy in student transcripts by collaborating with SIG programmers and A+R administrators and personnel to bring Banner into compliance with Title V.

Advocacy, Support, Collaboration

- Represented the Vice Chancellor of Student Development in Banner Admin and Banner Student Work Groups.
- Participated in development of a successful Title III grant in collaboration with faculty, administrators and staff.
- Oversee implementation of the Title III grant through participation on the Steering Committee and Activity One Task Force.
- Collaborated with the Dean of Matriculation in promoting the Online Advising Program to the Board of Trustees, expanding and increasing services to students and improving the accuracy of information.

Title: Campus Coordinator: General Counseling (Ocean Campus) (8/98-8/2000)

Duties:

Scheduling of Personnel

- Developed and coordinated counseling assignments and schedules for comprehensive service delivery.
- Created and monitored the General Counseling Department summer budget.

Program Review

- Consolidated, strengthened, and re-wrote crucial sections of the General Counseling Program Review that led to removing Department from Watch Status.

Program Development and Implementation

Title: Peer Advisor Faculty Coordinator (8/92-1/95)

Duties:

- Developed new training curriculum and supervised student peer advisors, resulting in a more effective, focused, student-centered program.
- Obtained expanded funding to enlarge the peer advisor program and increase services.
- Participated in outreach and recruitment activities at SF public high schools as part of a comprehensive service delivery plan.

Title: Site Supervisor, Castro Valencia (9/82-1/86)

Duties:

Program and Campus Development and Outreach

- Planned, developed, and scheduled classes at the new CV campus in conjunction with Department Chairs.
- Supervised faculty and prepared reports for the Campus Dean.
- Organized fundraising and provided outreach and publicity to the surrounding community.

Board Presentation

- Prepared and presented a report to the Board of Trustees highlighting the accomplishments and needs of the CV Campus and successfully advocating for programmatic expansion and development.
- Advocated and procured funding for and provided evening counseling services to students at the CV campus.

CURRICULUM DEVELOPMENT AND INSTRUCTIONAL ACTIVITIES

- Developed, presented and promoted instructional curriculum to the CCSF Curriculum Committee, resulting in new courses in the IDST, GLST, and Women's Studies Departments.
- Taught courses at CCSF from 1986-1999 in the above Departments and in the Behavioral Science Department.
- Generate 4% of the Learning Resource Center's FTE's through CSCD's supervised computer labs.
- Conducted diversity workshops and flex day presentations on homophobia, understanding gay/lesbian culture, and student/faculty boundaries and issues.

RELATED EXPERIENCE

- Provided long-term psychotherapy in private practice in San Francisco.
- Developed the skills necessary for successful collaboration, communication and negotiation by participating in shared governance.
- Examined, reviewed, and interpreted investigative evidence for the State Department of Consumer Affairs/Board of Behavioral Science Examiners

EDUCATION

M.A. Psychology	Sonoma State College	1975	Rohnert Park, California
B.A. Psychology	Lewis and Clark College	1973	Portland, Oregon

CREDENTIALS

California Community College Lifetime Instructor Credential, Psychology, #90602

LICENSES

Marriage and Family Therapist License # MFT 12286, California 1978



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

G1-G8

DATE: March 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: Academic Employees (Faculty)
Credit Program/Non-Credit Program
District Funded
City College of San Francisco
(Resolutions Nos. 050324-G1-G8)

BACKGROUND INFORMATION:

These resolutions cover district funded academic employees appointments and/or other related personnel transactions. Unless otherwise indicated in the resolution, appointments are classified as temporary. Board of Trustees approval is required.

The following resolutions are recommended for adoption.

SHARED GOVERNANCE REVIEW:

Yes: ____; No: X :

If yes, which committee: _____

Date of Review: _____

(A negative response indicates that a review is not necessary.)

Clara Starr, Originator

BOARD OF TRUSTEES

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC EMPLOYEES: General Fund, Unrestricted

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments for the semester and department shown. Employment is contingent upon adequate class enrollment, possession of applicable minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non instructional rates as provided by Article 20 of the AFT contract. Total assignments for temporary part-time academic employees shall not exceed 60% of the hours per week considered a full-time assignment for regular employees having comparable duties. Total overload/extra pay assignments for full-time academic employees shall be in accordance with the relevant provisions of the appropriate bargaining contracts and the City College of San Francisco Faculty Handbook.

FALL 2004

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>		<u>Department</u>	<u>Division</u>
+ Babilon, Carlota	Honors	Credit	
+ Cheremeteff, Maria	Honors	Credit	
Cochennec, Mathieu	Cul Arts & Hospitality Studies	Credit	
Davis, Bob	Honors	Credit	
+ Dore, David A	Honors	Credit	
Dyer, Frederick B	English	Credit	
+ Grant, Fumiko Y	Honors	Credit	
+ Grass, James C	Honors	Credit	
Jabbar, Abdul	Honors	Credit	
+ Jackson, Susan J	Honors	Credit	
King, Elizabeth P	English	Credit	
+ Lian, Xue Guang	Honors	Credit	
Montes, Jesus C	Apprenticeship	NonCredit	
+ Pastore, Angele E	Honors	Credit	
Rowley, Shaun E.	Extended Oppo Prog & Services	Credit	
+ Schubert, Louis E	Honors	Credit	
Torres, Edgar L	Honors	Credit	
+ Wang, Tien R	Honors	Credit	

G1 Fall 2004: 18

SPRING 2005

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>		<u>Department</u>	<u>Division</u>
Baedeker, Robert J	English	Credit	
Bosson, Monica N.	English	Credit	
+ Caul, Lisa	Health Care Technology	Credit	
Chang, Joannie C	Labor and Community Studies	NonCredit	
+ Chavaria, Frederiek R	Latin Amer & Latino/a Studies	Credit	
+ Chavaria, Frederiek R	Latino Services Network	Credit	
+ Cheremeteff, Maria	Art	Credit	
* Crocker, Carlos E	Biological Sciences	Credit	
Davis, Bob	Musie	Credit	
Deckan, Martha S	Fashion	Credit	

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Unrestricted

Denney, Stephanie E	English	Credit
+ Dewar, Cynthia E	English	Credit
+ Dilworth, Helen	Music	Credit
Domingo, Thelma San An	John Adams Campus	Credit
Domingo, Thelma San An	Licensed Vocational Nursing	Credit
Eichenbaum, Jean J	Health Science	Credit
* Georgiou, Steve T	English	Credit
+ Goodfriend-Koven, Nora	Student Affairs Office	Credit
Gordon, Richard G.	Photography	Credit
+ Gorthy, Michelle K	English	Credit
+ Harris, Julie	Counseling Transfer Students	Credit
+ Hendricks, Joann	Bus/Office Tech/Small Bus	Credit
+ Hernandez, Lori Louise	Licensed Vocational Nursing	Credit
* Holland, John L	English As a Second Language	NonCredit
Huang, Joanne X	Counseling New Students	Credit
Jackson, Lilia L	Licensed Vocational Nursing	Credit
Kennedy, Thomas W	Castro/Valencia	Credit
+ Killebrew, Ann	Licensed Vocational Nursing	Credit
King, Elizabeth P	English	Credit
Lachmayr, Lucia K	English	Credit
Legaspi, Erlinda Espir	English	Credit
Levy, Wendy M	Film Production	Credit
+ Luana, . .	Phys Education & Dance	Credit
Marshall, Robert A	Cul Arts & Hospitality Studies	Credit
+ McAteer, Robert Anthon	Disabled Stud Prog & Services	Credit
McNeil, Deborah J	Licensed Vocational Nursing	Credit
Mechling, Jennifer Lyn	English As a Second Language	NonCredit
+ Miyamoto, Edward	Aircraft Maintenance Tech.	Credit
Montes, Jesus C	Apprenticeship	NonCredit
Mostasisa, Theresa M.	Licensed Vocational Nursing	Credit
* Nuno, Eduardo A	Phys Education & Dance	Credit
+ Obenchain, Cynthia	Foreign Student Advising	Credit
+ Ogden, Aaron John	Cul Arts & Hospitality Studies	NonCredit
+ Palma, Freddy	Aircraft Maintenance Tech.	Credit
Pinetti, Robert J	Graphic Communication	Credit
Ryan-Garrison, Kate	Student Affairs Office	Credit
* Saenz, Francisco R	Trade Skills	NonCredit
Schmidt-Fonseca, Grise	Counseling New Students	Credit
* Scott, Damon J	Castro/Valencia	Credit
Shanoski, Jennifer E	Chemistry	Credit
+ Shoaf, William A	English As a Second Language	Credit
* Sieper, Jean Marilyn	Interdisciplinary Studies	Credit
St. John, Daniel L	Payroll Office, Gough Street	Credit
Swenson, Lisc K	Film Production	Credit
+ Tang-Quan, Ethel I	English	Credit
* Veasley, Joyce R	Bus/Office Tech/Small Bus	NonCredit
+ Wall, Ellen H	English	Credit
Wise, Kim A	Counseling New Students	Credit
Woods, Anthony D	English	Credit
+ Yee, Gloria	English	Credit

RESOLUTION 050324-G1

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Unrestricted

G1 Spring 2005: 60

Total for G1: 78

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: General Fund, Restricted

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments for the semester, department and restricted program shown. Employment is contingent upon funds available in the applicable restricted program. Employment is contingent upon adequate class enrollment, possession of applicable minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non-instructional rates as provided by Article 20 of the AFT contract. Total assignments for temporary part-time academic employees shall not exceed 60% of the hours per week considered a full-time assignment for regular employees having comparable duties. Total overload/extra pay assignments for full-time academic employees shall be in accordance with the relevant provisions of the appropriate bargaining contracts and the City College of San Francisco Faculty Handbook.

SPRING 2005

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>	<u>Division</u>	<u>Department</u>	<u>Grant</u>
Jenkins, Alvin	Extended Oppo Prog & Services	EOPS 04-05	NonCredit
Mize, Naoma L	Counseling New Students	Matriculation Non-Credit 04-05	Credit
Wong, James Z M	Counseling New Students	Matriculation Non-Credit 04-05	Credit

G2 Spring 2005: 3

Total for G2: 3

Total Records: 81

050324 – G3

Academic Employees
Temporary Appts
Tenure Review

RESOLVED: That the following academic employees be temporarily appointed to Tenure Review Assignments for the period January 18, 2005 through May 27, 2005, for the hours indicated. The activity is funded by the District General Fund, Appropriation #U-5120-1422-Program-C. Salary shall be in accordance with the appropriate salary schedule for instructors, non-instructional rate.

NAME	CHANGE HOURS FROM: (January)	TO: (May)	DEPT	PROGRAM
Aguiar, Glenn	18	18	MATH	7272
Alioto, Darlene	9	9	SOSC	7342
Babilon, Carlota	18	18	FORL	7520
Batty-Sylvan, John	9	9	ENGL	7512
Bergin, Rosemary	9	9	RN	7725
Blair, Thomas	9	9	FORL	7520
Brown, Eleanor	18	18	ENGL	7512
Brown, Harold	18	18	PE & D	7768
Caldwell, Mary	9	9	BUS	7421
Caul, Lisa	9	9	HCT	7716
Chan, Agnes	18	18	ESL	7612
Chien, Annie	9	9	RN	7725
Elliott, Barbara	18	18	LVN	7728
Flagiello, Carolyn	18	18	LVN	7728
Gabler, Burton	18	18	ESL	7612
Goldsmith, Deborah	9	9	SOSC	7342
Grady, Margaret	9	9	PE & D	7768
Grant, Fumiko	9	9	FORL	7520
Guichard, Margaret	17	17	HCT	7716
Hammer, Jennifer	18	18	ESL	7612
Hector, William	17	17	PE & D	7768
Henning, Nancy	17	17	RN	7725

050324 – G3 (Cont.)

Academic Employees

Temporary Appts

Tenure Review

RESOLVED: That the following academic employees be temporarily appointed to Tenure Review Assignments for the period January 18, 2005 through May 27, 2005, for the hours indicated. The activity is funded by the District General Fund, Appropriation #U-5120-1422-Program-C. Salary shall be in accordance with the appropriate salary schedule for instructors, non-instructional rate.

NAME	CHANGE HOURS FROM: (January)	TO: (May)	DEPT	PROGRAM
Heredia, Maria	17	17	COUN-N	6474
Hess, Darrel	18	18	EARTH	7248
Iles, Tandy	9	9	HLTH	7720
Jabbar, Abdul	18	18	ENGL	7512
Johnson, Dennis	18	18	SOSC	7342
King, Roger	17	17	PHYC	7260
Kitchel, Marc	17	17	SOSC	7342
Kleinman, Craig	9	9	ENGL	7512
Lai, Elaine	9	9	BUS	7421
Lee, Dack	18	18	PHYC	7260
Legaspi, Erlinda	9	9	ENGL	7512
Leung, Bruce	9	9	BUS	7421
Longacre, Susan	9	9	RN	7725
Lucarelli, Adam	18	18	PE & D	7768
Markham, Diana	9	9	PHYC	7260
McAllister, Keith	9	9	MATH	7272
McGreevy, Abigail	18	18	LVN	7728
Meunier-Fiebelkorn, Muriel	9	9	CDEV	7320
Nanning, Nancy	17	17	RN	7725
Nava, Lisa	9	9	RN	7725
Osborne, Marie	27	27	COUN-N	6474
Palacio, Mitchell	9	9	PE & D	7768

050324 – G3 (Cont.)

Academic Employees

Temporary Appts

Tenure Review

RESOLVED: That the following academic employees be temporarily appointed to Tenure Review Assignments for the period January 18, 2005 through May 27, 2005, for the hours indicated. The activity is funded by the District General Fund, Appropriation #U-5120-1422-Program-C. Salary shall be in accordance with the appropriate salary schedule for instructors, non-instructional rate.

NAME	CHANGE HOURS FROM: (January)	TO: (May)	DEPT	PROGRAM
Pastore, Angela	9	9	FORL	7520
Rico, Stephen	17	17	CDEV	7320
Romano, Lisa	18	18	COUN-N	6474
Sauve, James	35	35	ENGL	7512
Scrafford, Barbara	18	18	ENGL	7512
Shardlow, George	18	18	BEHV	7318
Simon, Leslie	18	18	WMN'S	7350
Sparks, Jack	9	9	COUN-C	6472
Stewart, Barbara	18	18	ESL	7612
Tang-Quan, Ethel	9	9	ENGL	7512
Theige, Gary	9	9	SOSC	7342
Thornton, Kyle	9	9	DMI	7742
Ubungen, Josephine	18	18	CDPC	6420
Vasquez, Miguel	17	17	FORL	7520
White, Kathleen	9	9	CDEV	7320
Whitehead, John	9	9	SOSC	7342
Wille, Patrick	17	17	BUS	7421
Wilson, Joan	18	18	ENGL	7512
Yee, David	9	9	PHYC	7260
Yee, Sue Lim	9	9	COUN-N	6474
Zakus, Sharron	17	17	HLTH	7720
Zlotnick, Jan	18	18	RN	7725

050324 – G4

Name Change

RESOLVED: That the name of the following academic employee be changed for record purposes:

FROM

TO

Hernandez, Lori

Hernandez Haffner, Lori

050324 – G5

Leave of

Absence

RESOLVED: That for the effective dates shown the following named academic personnel be granted leave of absence:

NAME	DEPARTMENT/CAMPUS	CONTRACT SECTION	EFFECTIVE DATES
Abensohn, Steven	Computer Science/Ocean	17.P	08/15/05 – 12/20/05
Alonso, Milvet	Foreign Languages/Ocean	17.B	08/15/05 – 12/20/05
Chee, Curtis	Math/Ocean	17.P	08/15/05 – 12/20/05
Emanuel, Charles	Aeronautics/Airport	17.B	08/15/05 – 12/20/05
Harrison, Lisa	Behavioral Sciences/Ocean	17.P	08/15/05 – 12/20/05
Mackey, Robin	ESL/John Adams	17.B	08/15/05 – 12/20/05
Rose, Meredith	English/Ocean	17.P	08/15/05 – 12/20/05
Wongprasert, Tanichya	English/Ocean	17.B	08/15/05 – 12/20/05

050324 – G6

Leave of

Absence

RESOLVED: That for the effective dates shown the following named academic personnel be granted leave of absence:

NAME	DEPARTMENT/CAMPUS	CONTRACT SECTION	EFFECTIVE DATES
Asebedo, Anna Maria	Art/Ocean	17.P	33% 08/15/05 – 05/26/06

050324 – G7

Amendment

to Resolution

RESOLVED: That Resolution 021107 – G7, Amendment to Resolution (Amending Resolutions 011025 – G9 and 001214 – G7, originally Reduced Workload Pre-Retirement Reduction), be amended in part to show the following:

NAME

DEPARTMENT/CAMPUS

TERMS OF DUTY

EFFECTIVE DATES

CHANGE

FROM:

Wilde, John W.

DSP&S / Phelan

Work 67% for 1 Fiscal Year

Work 87% for 1 Fiscal Year

Work 77% every Fiscal Year for 8 years

Fall 2000 through Spring 2001

Fall 2001 through Spring 2002

Fall 2002 through Spring 2010

CHANGE

TO:

Wilde, John W.

DSPS/Ocean

Work 67% for 1 Fiscal Year

Work 87% for 1 Fiscal Year

Work 77% every Fiscal Year for 3 years

Fall 2000 through Spring 2001

Fall 2001 through Spring 2002

Fall 2002 through Spring 2005

Fall 2005 through Spring 2010

Reduced Workload**Pre-Retirement****Reduction**

RESOLVED: That the Academic Year indicated the following academic personnel be granted Reduced Workload - Pre-Retirement Reduction status at City College of San Francisco, subject to receipt of approval from the State Teachers' Retirement System, as follows:

NAME	DEPARTMENT/CAMPUS	TERMS OF DUTY	EFFECTIVE DATES
Meehan, Joan	English/Ocean	Work 0% every Fall and 100% every Spring for 10 Fiscal Years	Fall 2005 through Spring 2015
Winn-Bell, Judy	ESL/Alemany	Work 0% every Fall and 100% every Spring for 10 Fiscal Years	Fall 2005 through Spring 2015





CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

H1-H4

DATE: March 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: Academic Employees (Faculty)
Credit Program/Non-Credit Program
Categorically Funded
City College of San Francisco
(Resolutions Nos. 050324-H1-H4)

BACKGROUND INFORMATION:

Resolutions 050324-H1-H3 cover categorically funded temporary academic employees appointments and/or other related personnel transactions pursuant to the provision of California Education Code #87470. All Appointments are classified as temporary, when services are required and funds are provided. Board of Trustees approval is required.

The following resolutions are recommended for adoption.

SHARED GOVERNANCE REVIEW:

Yes: ____; No: X : If yes, which committee: _____
Date of Review: _____

(A negative response indicates that a review is not necessary.)

Clara Starr, Originator

BOARD OF TRUSTEES

RODEL E. RODIS, PRESIDENT • DR. NATALIE BERG, VICE PRESIDENT
JOHNNIE L. CARTER, JR. • DR. ANITA GRIER • MILTON MARKS III • JULIO J. RAMOS, ESQ. • LAWRENCE WONG, ESQ.
VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments for the semester, department and grant shown. Employment is pursuant to Education Code section 87470 and contingent upon funds available in the applicable Grant/Contract. Employment is contingent upon adequate class enrollment, possession of applicable required minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non-instructional rates as provided by Article 20 of the AFT contract. Total assignments for temporary part-time faculty shall not exceed 60% of the hours per week considered a full-time assignment for regular employees having comparable duties. Total overload/extra pay assignments shall be in accordance with the relevant provisions of the appropriate bargaining contract and the City College of San Francisco Faculty Handbook.

FALL 2004

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>		<u>Department</u>	<u>Grant</u>
<u>Division</u>			
+ Goodfriend-Koven, Nora	Health Science	CA Endowment-Hlth Care Interpreter	Credit
Johnson, Christopher P.	Cal Works	Temp Assist for Needy Family 04-05	Credit
Pogge, Crima B	Honors	Partnership for Excellence	Credit
Pogge, Crima B	Mentoring Program	VTEA 1C 2004-2005	Credit

H1 Fall 2004: 4

SPRING 2005

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>		<u>Department</u>	<u>Grant</u>
<u>Division</u>			
Armendinger, Brent S	Mentoring Program	Partnership for Excellence	Credit
Atkinson, Nathan E	Cal Works	Calworks Program 04-05	NonCredit
+ Bergin, Rosemary	Nursing	Yr-1 Assoc Degree Nursing Exp 04-05	Credit
Bernstein, Harry	Mentoring Program	Partnership for Excellence	Credit
Bibliowicz, Morris Z	Staff Development	Telecommunications & Tech 02-04	Credit
+ Biehn, Jennifer	Mentoring Program	Partnership for Excellence	Credit
Bolden, Pinkie L	Nursing	Yr-1 Assoc Degree Nursing Exp 04-05	Credit
Bornstein, Abigail J.	Vocational Education	Vatea- T3E Tech Prep 04-05	NonCredit
Bryja, Claia O	Mentoring Program	Partnership for Excellence	Credit
+ Burke, Charles J	Mentoring Program	Partnership for Excellence	Credit
Carpenter, Janet Loui	Staff Development	Telecommunications & Tech 02-04	Credit
Carrese, John Matt	Contract Education	ECO-CFE 04-05 CT#04-305-012	Credit
Chapman, Theresa	Cal Works	Calworks Program 04-05	NonCredit
Cloniger, Charles H	Student Health	Student Health Fees	Credit
Corliss, Donovan L	Vocational Education	Advance Trans Tech Academy 04-05	Credit
+ Curtis, Arthur B	Mentoring Program	Partnership for Excellence	Credit
+ Dawydiak, Cccile M	Nursing	Yr-1 Assoc Degree Nursing Exp 04-05	Credit
+ Dawydiak, Cccile M	Nursing	Yr-1 Assoc Degree Nursing Exp 04-05	NonCredit
Delgado, John F	Title III	Year 3/T-3 Strengthening/Dev Program	Credit
Devereaux, Mary P	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
+ Devine, Joanne D	Mentoring Program	Partnership for Excellence	Credit
Donovan, Sharon Mari	Child Dev. & Family Studies	SFDCYF-Child Care Law Center	Credit
Donovan, Sharon Mari	Child Dev. & Family Studies	Children Council-Mayor's Office	Credit

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: Categorically Funded.

+ Drucker, Ronald	Mentoring Program	Partnership for Excellence	Credit
Dyc, Dora J. L	Mentoring Program	Partnership for Excellence	Credit
+ Goodfriend-Koven, Nora	Mentoring Program	Partnership for Excellence	Credit
Haynes, Lynetta D	Southeast Campus	Mayors Office Criminal Justice 04-0	Credit
+ Henning, Nancy	Nursing	Yr-1 Assoc Degree Nursing Exp 04-05	NonCredit
Ho, Lillian Y	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
+ Hubbell, Judy	Mentoring Program	Partnership for Excellence	Credit
Ishibashi, Jean T	Mentoring Program	Partnership for Excellence	Credit
Johnson, Linda M	Licensed Vocational Nursing	WIA-PIC-Nurse Workforce Initiative	NonCredit
+ Kao, Lancelot Long	Mentoring Program	Partnership for Excellence	Credit
King, Kevin	Contract Education	T4E-SFDHS Edgewood Training 03-05	NonCredit
+ Koffman, Laraine C	Mentoring Program	Partnership for Excellence	Credit
Krost, Mary Robe	Contract Education	SF Airport Commission-42	Credit
Krost, Mary Robe	Contract Education	SF Airport Commission-42	NonCredit
Leong, Agnes Y	Nursing	Yr-1 Assoc Degree Nursing Exp 04-05	Credit
Leonhardt, Edith A	Mentoring Program	Partnership for Excellence	Credit
Maestri, Robert L	Contract Education	T4E-SFDHS Edgewood Training 03-05	NonCredit
Mar, Warren	Contract Education	Ct. Ed SF Hotels Partnership Proj-4	Credit
Mar, Warren	Career Link	WIA/Pic-CA Rapid Response 04-05	Credit
Marinoff, Joani Elle	Mentoring Program	Partnership for Excellence	Credit
McNichol, Thomas p.	Mentoring Program	Partnership for Excellence	Credit
Mertz, Michael R	Contract Education	T4E-SFDHS Edgewood Training 03-05	NonCredit
+ Nelson, Anna	Mentoring Program	Partnership for Excellence	Credit
+ Nishihira, Robert M.	Mentoring Program	Partnership for Excellence	Credit
+ Obenchain, Cynthia	Mentoring Program	Partnership for Excellence	Credit
Ochoa Oross, Michele M	Nursing	Yr-1 Assoc Degree Nursing Exp 04-05	NonCredit
Ochoa Oross, Michele M	Nursing	Yr-1 Assoc Degree Nursing Exp 04-05	Credit
Pogge, Crima B	Mentoring Program	Partnership for Excellence	Credit
Raskin, Steven M	Mentoring Program	Partnership for Excellence	Credit
+ Rico, Stephen M	Child Dev. & Family Studies	SFDCYF-Family Child Care Train Inst	Credit
Rigg, Todd M	Mentoring Program	Partnership for Excellence	Credit
+ Rooney, Maureen Y	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
+ Rowland, Regina	Mentoring Program	Partnership for Excellence	Credit
Ryan-Garrison, Kate	Cal Works	Calworks Program 04-05	NonCredit
+ Sabolboro, Jessica U	Mentoring Program	Partnership for Excellence	Credit
Sanford, Curt Neal	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
- Su, Timothy M	Mentoring Program	Partnership for Excellence	Credit
Tarquino, Eve K	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit
- Thornton, Kyle Rich	Mentoring Program	Partnership for Excellence	Credit
- Tse, Annie	Mentoring Program	Partnership for Excellence	Credit
Vaughn, Sandra Ann	Cal Works	Temp Assist for Needy Family 04-05	NonCredit
- Verdugo, Diana L	Cal Works	Calworks Program 04-05	Credit
Villazana-Price, Norma A	Child Dev. & Family Studies	FCCC/TANF CD Careeres 04-05	Credit
- Vitorelo, Joan C	Mentoring Program	Partnership for Excellence	Credit
Weldon, Timothy W	Cal Works	Temp Assist for Needy Family 04-05	NonCredit
- White, Kathleen C	Mentoring Program	Partnership for Excellence	Credit
Wiese, Katryn P.	Mentoring Program	Partnership for Excellence	Credit
- Wilensky, Debra Sue	Mentoring Program	Partnership for Excellence	Credit
Winston, Terri L	Mentoring Program	Partnership for Excellence	Credit
- Wong, Anna Q	Mentoring Program	Partnership for Excellence	Credit
- Yee, Rodney	Teachers' Resource Center	ABE 321/Workforce Investment 04-05	Credit

RESOLUTION 050324-H1

TEMPORARY HOURLY ASSIGNMENTS - ACADEMIC
EMPLOYEES: Categorically Funded.

H1 Spring 2005: 74

Total for H1: 78

Total Records: 78

050324-H2
Amendment
to Resolution

RESOLVED: That resolution 041028-H2, Categorically Funded, Full-Time Temporary Assignment, be amended in part to show the following:

<u>CHANGE FROM:</u>	<u>NAME</u>	<u>DEPARTMENT</u>	<u>ACTIVITY</u>	<u>BUDGET</u>	<u>EFFECTIVE DATES</u>
	PICAR, DEBORAH	Workforce Investment Act	San Francisco Transit Coordinator	Advanced Transportation Technology 123389-7175-1220-6840-N 30% SF Centers for Competitive Technologies – SFCAC 123358-7175-1220-6840-N 50% VTEA I-C Administration 121512-7173-1220-6720-S 10% VTEA I-C Outreach 121512-7173-1220-6470-S 10% FN9633	08/16/04 – 05/27/05 10/01/04 – 05/27/05 08/16/04 – 05/27/05 08/16/04 – 05/27/05

050324-H2 (Con.t) **RESOLVED:** That resolution 041028-H2, Categorically Funded, Full-Time Temporary Assignment, be amended in part to show the following:

Amendment
to Resolution

<u>NAME</u>	<u>DEPARTMENT</u>	<u>ACTIVITY</u>	<u>BUDGET</u>	<u>EFFECTIVE DATES</u>
<u>TO:</u> PICAR, DEBORAH	Workforce Investment Act	San Francisco Transit Coordinator	Advanced Transportation Technology 123389-7175-1220-6840-N 30% SF Centers for Competitive Technologies – SFCAC 123358-7175-1220-6840-N 50% Advanced Transportation Technology Academy 122166-7175-1220-0900-S 20% FN9633	08/16/04 – 05/27/05 10/01/04 – 05/27/05 01/24/05 – 05/27/05

050324-H3
Amendment
to Resolution

RESOLVED: That resolution 041216-H2, Categorically Funded, Full-Time Temporary Assignment, be amended in part to show the following:

CHANGE
FROM:

KOREY, SUZANNE	Vocational Education	Project Coordinator		11/01/04 – 05/27/05
	Advanced Transportation Technology Academy			
	122166-7175-1220-0900-S		31%	
	Information Technology & Healthcare			
	123373-7175-1220-6840-N		25%	11/01/04 – 05/27/05
	School of Applied Science and Technology			
	U-7104-1220-6010-C		20%	11/01/04 – 05/27/05
	SF Centers for Competitive Technologies – SFCACT			
	123358-7175-1220-6840-N		11%	11/01/04 – 05/27/05
	Advanced Transportation Technology			
	123389-7175-1220-6840-N		10%	11/01/04 – 05/27/05
	PIC – Rapid Response			
	121138-7176-1220-6470-N		3%	11/01/04 – 05/27/05
	FN9771			

050324-H3 (Cont.)

Amendment
to Resolution

RESOLVED: That resolution 041216-H2, Categorically Funded, Full-Time Temporary Assignment, be amended in part to show the following:

<u>TO:</u>	<u>NAME</u>	<u>DEPARTMENT</u>	<u>ACTIVITY</u>	<u>BUDGET</u>	<u>EFFECTIVE DATES</u>
	KOREY, SUZANNE	Vocational Education	Project Coordinator	Advanced Transportation Technology Academy	11/01/04 – 05/27/05
				122166-7175-1220-0900-S 31%	
				Information Technology & Healthcare	11/1/04 – 05/27/05
				123373-7175-1220-6840-N 25%	
				School of Applied Science and Technology	11/1/04 – 05/27/05
				U-7104-1220-6010-C 20%	
				SF Centers for Competitive Technologies - SFCAC	01/13/05 – 05/27/05
				123358-7175-1220-6840-N 6%	
				Advanced Transportation Technology	01/13/05 – 05/27/05
				123389-7175-1220-6840-N 5%	
				Caltrans/MTC	01/13/05 – 05/27/05
				124907-7175-1220-0900-C 10%	
				PIC – Rapid Response	11/01/04 – 05/27/05
				121138-7176-1220-6470-N 3%	
				FN9771	

050324 – H4
Categorically
Funded
Full-Time
Temporary
Assignment
SPRING 2005 &
Fall 2005

RESOLVED: That the following named academic employee be appointed to Categorically Funded Temporary Full-Time assignment pursuant to Education Code Section 87470 for the term and year shown. Appointment shall be contingent upon adequate class enrollment, possession of applicable required minimum qualifications and/or applicable credential, tuberculosis clearance, verification of satisfactory physical examination, and completion of appropriate District documents. Salary shall be in accordance with the current salary schedule. Categorically funded as indicated:

<u>NAME</u>	<u>DEPARTMENT</u>	<u>ACTIVITY</u>	<u>BUDGET</u>	<u>EFFECTIVE DATES</u>
LEONG, Agnes	Nursing-Registered / Ocean Avenue	Coordinator for Afternoon/ Evening Registered Nursing Program	Moore Foundation Grant 1235035-7725-1220-1200-C FN9615	04/04/05 – 12/20/05



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

N1

DATE: March 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor
Subject: Academic Employees (Faculty)
Community Services Classes
City College of San Francisco
(Resolutions Nos. 050324-N1)

BACKGROUND INFORMATION:

Resolutions 050324-N1 covers appointments of academic employees to Community Service Classes and/or other related transactions pursuant to the provisions of California Education Code #78300. All appointments are classified as temporary, hourly unless otherwise stated in the resolution. Board of Trustees approval is required.

The following resolutions are recommended for adoption.

SHARED GOVERNANCE REVIEW:

Yes: ____; No: X :

If yes, which committee: _____

Date of Review: _____

(A negative response indicates that a review is not necessary.)

Clara Starr, Originator

BOARD OF TRUSTEES

RODEL E. RODIS, PRESIDENT • DR. NATALIE BERG, VICE PRESIDENT

JOHNNIE L. CARTER, JR. • DR. ANITA GRIER • MILTON MARKS III • JULIO J. RAMOS, ESQ. • LAWRENCE WONG, ESQ.

VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

073

TEMPORARY HOURLY ASSIGNMENTS -
ACADEMIC EMPLOYEES: Community Services Programs

RESOLVED: That the following named persons be appointed to temporary part-time academic assignments in Community Services and related Programs pursuant to Education Code Section 78300. Employment is contingent upon adequate class enrollment, possession of applicable required minimum qualifications and/or applicable credential, tuberculosis clearance, assignment availability under Article 13-1 of the AFT contract and completion of all District documents necessary to establish eligibility for appointment. Salary shall be in accordance with the appropriate instructional/non-instructional rates as provided by Article 20 of the AFT contract. Total assignments for temporary part-time faculty shall not exceed 60% of the hours per week considered as full-time assignments for regular employees having comparable duties. Total overload/extra pay assignments for full-time faculty shall be in accordance with the relevant provisions of the appropriate bargaining contract and the City College of San Francisco Faculty Handbook.

SPRING 2005

(+: Full-time overload/extra pay)
(*: New hourly academic employee)

<u>Name</u>	<u>Department</u>	<u>Division</u>
* Khuong, Thuc H	Community Services	NonCredit
Zimmerman, Michele	Institute for Int'l Students	Credit

N1 Spring 2005: 2

Total for N1: 2

Total Records: 2



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005 **S1**
TO: Board of Trustees
FROM: Dr. Philip Day, Jr., Chancellor

Subject: SPECIAL
Establishing policies and approving the total educational program of the City College of San Francisco, San Francisco Community College District as described in the draft of the 2005-06 College Catalog (Resolution No. 050305-S1)

BACKGROUND INFORMATION:

Section 72283 of the California Education Code provides that the Board of Trustees shall establish policies for and approve the total educational program of the community college district.

The 2005-06 draft college catalog embodies the college's educational program and is a product of the shared governance process. Each year, the Office of Instruction works cooperatively with the College Catalog Committee and representatives from over 60 academic and vocational departments as well as several administrative offices to produce the college catalog. This process begins during the fall semester preceding spring publication and involves several rounds of editing by the catalog stakeholders stated above.

In addition to working with the various stakeholders, the Office of Instruction also works very closely with the College Curriculum Committee. Modifications to the educational program resulting from Curriculum Committee actions during the fall 2004 semester and the first half of the spring 2005 semester are reflected in the 2005-06 draft college catalog.

While the draft college catalog is essentially in final format, additional information may be added as appropriate prior to printing and publication.

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SHARED GOVERNANCE REVIEW:

Yes: X No: ____; If yes, which committee: Catalog Committee
Date of Review: Regularly throughout the
semester.

(A negative response indicates that a review is not necessary.)

RECOMMENDATION:

RESOLVED: The 2005-06 City College of San Francisco Catalog, which sets forth the General Regulations and the Educational Program of the City College of San Francisco, shall be approved by the Board of Trustees of the San Francisco Community College District.

Brian Ellison, Originator



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005 **S2**

TO: Board of Trustees

FROM: Dr. Phillip R. Day, Jr., Chancellor

SUBJECT: HUMAN RESOURCES
Authorization to establish new
Dependent Care Benefit premiums
for Board of Trustees during their term in office
(Resolution No. 050324-S2)

BACKGROUND INFORMATION

The San Francisco Community College District, currently pays a \$248.27 bi-weekly employer share of each covered current or eligible employee's contribution to Dependent Care Health Benefits; and \$144.42 bi-weekly of active Board of Trustees' contribution to Dependent Care Benefits.

Consistent with the Dependent Care Health Benefits provided for other covered current or eligible employees, the Chancellor recommends that the Board of Trustees during their term in office be provided a comparable benefit, effective upon adoption by the Board of Trustees.

SHARED GOVERNANCE REVIEW:

Yes: _____; No ☒; if yes, which committee: _____
Date of Review: _____

RECOMMENDATION:

RESOLVED: That the Board of Trustees hereby adopts a comparable employer share of Dependent Care Health Benefits for Board of Trustees during their term in office.

FURTHER BE IT RESOLVED: That the Chancellor and/or Vice Chancellor Finance and Administration and/or their designee(s) are hereby authorized to effectuate this resolution.

Originator: Clara Starr

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CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005 **S3**

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

**SUBJECT: Military Recruitment
(Resolution No. 050324-S3)**

BACKGROUND INFORMATION:

As you know the issue of the Military's efforts to recruit on campus has been an issue that has enjoyed many long hours of debate and review since the early 90's. At one time the Board either passed or contemplated passing a resolution that would have prevented military recruiters from engaging in on-campus recruitment. This spirited debate and review was also a reflection of what was taking place on college and universities campuses throughout the country. However the intent behind this resolution (and others like it) was severely restricted when Congress passed the so-called Solomon Amendment (1996) which penalizes colleges which prohibited military recruitment on-campus by denying them access to Federal Student Financial Aid, related educational funds, and other funds included in the federal budget. For City College and its students this would represent a loss of millions of dollars in student aid and other services supported with federal program funds. At that time and in the face of this new reality the Board decided not to go forward with the proposed resolution to ban military recruitment.

More recently, the Third District Circuit Court of Appeals ruled that the Solomon Amendment was unconstitutional. This ruling was issued in response to a lawsuit filed by a group (Forum for Academic and Institutional Rights; Society of American Law Teachers (NY); Coalition for Equality (Mass.); et al) in response to a prior Supreme Court ruling that provided the opportunity for the national organizations (Boy Scouts of America and Girl Scouts Organizations) because of their First Amendment Right's to exclude from membership participation Gay and Lesbian populations. On that basis, the plaintiffs argued that those same First Amendment Rights should be applied to protect colleges and universities rights to exclude military recruiters (see attached article from Chronicle of Higher Education).

It is fully expected that this ruling will be appealed by the Federal Government. It has been noted that Congress is also reviewing the Solomon Amendment for purposes of "tightening up" and insulating it from further challenges. It should be noted that while the Chancellor was on the Board of Directors of AACC and a member of the Joint Committee on Federal Relations (AACC and ACCT), he tried unsuccessfully to get the national associations to include the elimination of the

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

Solomon Amendment on their priority "to do" list in terms of federal advocacy. The other institutional and trustee members of that committee were so intimidated and fearful of the potential "downside" of advocating against the amendment, that his efforts were unsuccessful. The most recent developments with the Third District Court represents an opportunity to remove the threat and atmosphere of intimidation that is inherent to the Solomon Amendment.

Accordingly, the AS Council of the Ocean Avenue Campus recently passed a resolution which was then brought forward to the College Diversity Committee which is chaired by the Chancellor. The Diversity Committee had a full discussion of the approved AS resolution. The Committee decided to support this resolution and bring it forward to the Board of Trustees. The Committee and students essentially recommend to the Board of Trustees that the Board direct the Chancellor and staff to conduct a feasibility study to determine whether or not it is in the District's interest to pursue the filing of a similar lawsuit in the Northern California Federal District Court. Such a review would include an assessment of the following:

- 1) Should City College do this alone?
- 2) Are there other groups/organizations (S. F. Consortium for Higher Education; California First Amendment Coalition, etc.) that would be interested in being participants?
- 3) Are there law firms that would be interested in providing Pro Bono representation and if not what are the financial implications for pursuing a lawsuit independently or in concert with others?
- 4) Are there potential risks to the college and its constituents if this matter is pursued? and finally;
- 5) Is it necessary for us to pursue given the developments to date (unnecessary redundancy) versus our supporting the efforts of the current plaintiffs via the submittal of an Amicus curiae brief either independently or in concert with others at an appropriate time in the future?

RECOMMENDATION:

RESOLVED: That the Board of Trustees directs the Chancellor, Vice Chancellor, and Senior Counsel to initiate an investigation into the feasibility of determining the appropriateness of filing a lawsuit related to the Solomon Amendment on behalf of the College, our students, faculty and staff; and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor, and Senior Counsel are hereby authorized to execute any and all documents on behalf of the

San Francisco Community College District and involve other parties as necessary to effectuate this resolution.

cc: Chancellor Philip R. Day, Jr.
Senior Council Ronald Lee

Government & Politics

From the issue dated December 10, 2004

<http://chronicle.com/weekly/v51/i16/16a00101.htm>

Court Upholds Colleges' Bans on Recruiters for Military

Appeals panel overturns Solomon Amendment; Harvard Law restores policy

By KELLY FIELD

Colleges that bar or restrict military recruiting on their campuses cannot be penalized with the loss of federal funds, a three-judge panel of the federal appeals court in Philadelphia ruled last week.

In the 2-to-1 decision, the U.S. Court of Appeals for the Third Circuit said colleges had a First Amendment right to exclude recruiters whose hiring policies discriminate against gay men and lesbians.

The decision halts enforcement of a decade-old law, known as the Solomon Amendment, that allows the government to withhold federal money from colleges that do not provide full access to military recruiters.

Previously, some law schools had limited military recruiters' access to their campuses because the Defense Department's "don't ask, don't tell" policy violated the schools' own antidiscrimination policies.

Warrington S. Parker III, a lawyer for a coalition of law schools and others challenging the Solomon Amendment, said the decision meant that colleges could again "follow their nondiscrimination policies."

Indeed, the day after the ruling, Harvard Law School announced that it would once again ban military recruiters from its campus.

"This return to our prior policy will allow [the Office of Career Services] to enforce the law school's policy of nondiscrimination without exception, including to the military services," Elena Kagan, the law school's dean, said in a statement.

But critics of the court decision said it would hamper the Defense Department's ability to recruit talented lawyers to provide legal services and set military policy. Charles Fried, a law professor at Harvard, said the case amounted to "a nasty example of very arrogant people thinking they can have it both ways."

"It's almost adolescent," said Mr. Fried, who served as U.S. solicitor general under President Ronald Reagan. The colleges are saying "'No, daddy, we won't tell you where we're taking the car, but we want the keys anyway,'" he added.

Among the plaintiffs that brought the lawsuit, *FAIR et al. v. Rumsfeld et al.*, was the Forum for Academic and Institutional Rights, whose 25 constituents include the law schools of New York University and George Washington University, and the law faculties of Georgetown University and Stanford University. Several other members of the forum have refused to be publicly identified, out of fear of retaliation.

Other plaintiffs included the Society of American Law Teachers, the Coalition for Equality, the Rutgers Gay and Lesbian Caucus, and several individual students and professors. Friend-of-the-court briefs on behalf of the plaintiffs were filed by the Association of American Law Schools, the American Association of University Professors, and a group of Harvard Law School professors.

Daniel Mach, a lawyer who represented the law-school association, said colleges' nondiscrimination policies send an "important message of diversity and tolerance" that is key to the law schools' missions.

<http://chronicle.com/cgi-bin/printable.cgi?article=http://chronicle.com/weekly/v51/i16/16a00101.htm>081
3/17/20

'Can't Think for Themselves'

Opponents of the decision said law students were mature enough to make a distinction between a law school's policy and that of an outside employer.

"This case treats law students as though they can't think for themselves," said Howard J. Bashman, a lawyer who represented law students at the University of California at Los Angeles, the Washburn University School of Law, and the College of William and Mary School of Law, who filed a friend-of-the-court brief on behalf of the Justice Department, which represented the defendants. "They are smart enough to understand that law schools do not endorse every employer's business practices."

Defendants in the case included the U.S. secretary of defense, Donald H. Rumsfeld, and the secretary of education, Roderick S. Paige.

The Justice Department may now ask the full Court of Appeals for the Third Circuit or the Supreme Court to consider the case. Either way, the department can request a stay of the decision to prevent colleges from barring recruiters while the case is being heard.

The appeals court's opinion, written by Judge Thomas L. Ambro, found that the Solomon Amendment violated colleges' freedoms of speech and expression by compelling them to "propagate, accommodate and subsidize the military's message." The ruling cited a Supreme Court decision allowing the Boy Scouts of America to exclude a gay assistant scoutmaster because it believed that "homosexual conduct is inconsistent with the Scout Oath."

"The Solomon Amendment requires law schools to express a message that is incompatible with their educational objectives, and no compelling governmental interest has been shown to deny this ruling," Judge Ambro wrote.

Judge Walter K. Stapleton joined in the opinion.

In a dissent, Judge Ruggero John Aldisert argued that the law did not infringe on free speech but governed conduct, "while only incidentally affecting speech." He also argued that national-security interests outweighed free-speech considerations in the case.

The ruling reverses a 2003 opinion by a federal judge who said the plaintiffs were unlikely to prevail at trial. It represents the first time that an appeals court has struck down a pro-military statute on First Amendment grounds.

Kent Greenfield, a law professor at Boston College and the founder of FAIR, said the decision could "end up being a landmark case vindicating the rights of educational institutions to decide their own educational philosophy." Several other lawsuits challenging the Solomon Amendment have been filed by individual students and professors, but those have centered on the Justice Department's interpretation of the law rather than its constitutionality, and are not likely to advance anytime soon, Mr. Greenfield said.

The Justice Department said in a statement that it continued to believe that "Congress may deny federal funds to universities which discriminate and may act to protect the men and women of our armed forces in their ability to recruit Americans who wish to join them in serving our country." The agency said it was reviewing its appeal options. Legal experts expect the case to advance to the Supreme Court.

As a result, the American Council on Education, the umbrella group for higher education, was expected to release a recommendation to college presidents last week urging them to wait to make any changes in their policies.

The Solomon Amendment, named for its sponsor, Gerald B.H. Solomon, then a Republican Congressman from New York, was passed by Congress in 1994. The law allowed the government to withhold Defense Department funds from institutions if they denied military recruiters access to students, including recruiters for the Reserve Officer Training Corps and the Judge Advocate General's Corps, which handles legal affairs for the military and members of the armed

services. Three years later Congress expanded the law's penalty to include funds administered by the Departments of Transportation, Labor, Health and Human Services, and Education.

For several years, many law schools complied with the law by providing minimal access to military recruiters. Harvard and Yale Universities, for example, allowed the military to recruit on their campuses but did not schedule interviews through their career-service offices. At the University of Pennsylvania, the main career office, rather than the law school, was in charge of scheduling interviews.

But in late 2001 the military did an about-face. In letters from the Defense Department to administrators at several universities, including Yale, the agency charged that their recruiters had been "inappropriately limited in their ability to recruit" law students and ordered the colleges to provide the military with access "equal in quality and scope" to that given other employers, or else risk losing federal funds. In October, Congress codified the policy, expanding the penalty to include funds from several other federal agencies.

Faced with that threat, most universities backed down. At Yale, professors have estimated that the university as a whole could lose more than \$300-million annually in federal funds if it defied the federal government. At Penn, the sum at risk could top \$500-million.

"There are some people that say we should go down in flaming glory on principle, but I have never proposed that," said Chai R. Feldblum, a law professor at Georgetown and an expert on anti-Solomon litigation. "The heavy hand needs to be listened to. We can't afford to lose all these millions of dollars."

The full text of the appellate panel's decision is available on the court's Web site (<http://www.ca3.uscourts.gov/opinarch/034433p.pdf>).

Peter Schmidt contributed to this article.

<http://chronicle.com>

Section: Government & Politics

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Associated Students Council

50 Phelan Avenue, Student Union 208, San
 Francisco, CA 94112
 Phone: 415 239-3108, Fax: 415 239-3755

Resolution for the Board of Trustees to Reconsider Military Recruitment at City College of San Francisco

Whereas, in the City College of San Francisco Mission Statement, it is explicitly stated: "We seek to build an *inclusive* community, where respect and trust are common virtues, and where all people are enriched by *diversity* and *multi-cultural understanding*; a responsive environment in which student needs are met in a friendly, caring, and timely manner; and a working environment for all faculty, staff and administrators in which everyone is valued and the climate is supportive, positive, and productive"; and,

Whereas, in the ICC guidelines Sec. II B Ongoing Club Responsibilities Item 1: "All clubs must be open to all students of CCSF..." demonstrating that we as an Associated Student Council, ask that all clubs on campus be inclusive of all members from our community, and,

Whereas, under current military policy (Don't ask, Don't tell, Don't Pursue, Don't Harass), service members may be investigated and administratively discharged if they "make a statement that they are lesbian, gay or bisexual; engage in physical contact with someone of the same sex for the purposes of sexual gratification; or marry, or attempt to marry, someone of the same sex;"¹ and,

Whereas, Part II Sec. 983 Item (b) of the Solomon Amendment states:

No funds ... may be provided by contract or by grant (including a grant of funds to be available for student aid) to an institution of higher education ... if the Secretary of Defense determines that that institution (or any sub element of that institution) has a policy or practice (regardless of when implemented) that either prohibits, or in effect prevents--

- (1) the Secretary of a military department or Secretary of Transportation from gaining entry to campuses, or access to students (who are 17 years of age or older) on campuses, for purposes of military recruiting; or*
- (2) access by military recruiters for purposes of military recruiting to the following information pertaining to students (who are 17 years of age or older) enrolled at that institution (or any sub element of that institution).*
 - (A) Names, addresses, and telephone listings.*
 - (B) Date and place of birth, levels of education, academic majors, degrees received, and the most recent educational institution enrolled in by the student.*

and,

Whereas, City College of San Francisco, due to the Solomon Amendment, is being coerced to continue to permit military recruiters on campus, and,

Whereas, the U.S. Court of Appeals in Philadelphia recently ruled that educational institutions have

¹ <http://www.ccsf.cc.ssf.ca.us/Catalog/Admin/mission.html>

² http://www.hrc.org/Content/NavigationMenu/HRC/Get_Informed/Issues/Military2/Fact_Sheets_Dont_Ask_Dont_Tell/Donr_Ask_Donr_Tell_Fact_Sheet.htm

a First Amendment right to keep military recruiters off their campuses to protest the Defense Department's policy of barring gays from military service, and that these institutions may ban military recruiters without risking denial of federal funds;

Therefore be it resolved, we, the Associated Student Council-Ocean Campus, are opposed to the discriminatory practices of the US Military.

And be it further resolved, we, the Associated Student Council-Ocean Campus, request a thorough report of all legal issues regarding military recruitment on college campuses and any legal steps based upon this report that City College of San Francisco can enact on campus that address the current discriminatory practices of the US Military.

And be it further resolved, we, the Associated Student Council-Ocean Campus, request the Board of Trustees to pursue a legal investigation into permanently prohibiting military recruitment on all CCSF campuses

And be it finally resolved, we, the Associated Student Council-Ocean Campus, request that the Board of Trustees forward said report and findings to the ASC Ocean Campus and to the general public no later than two months from the time this resolution has been presented to the Board of Trustees.



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005 **S4**

TO: Board of Trustees

FROM: Dr. Philip Day, Jr., Chancellor

**Subject: SPECIAL – Honoring Stanley E. Warren
(Resolution No. 050324-S4)**

BACKGROUND INFORMATION:

Extending sincerest condolences to the family of Stanley E. Warren, Secretary Treasurer of the San Francisco Building and Construction Trades Council who passed away on February 1st, 2005; and announcing the establishment of a Scholarship in his name for students enrolled in the College's Labor and Community Studies.

Stanley E. Warren had been elected to lead the Building Trades Council as Secretary Treasurer in July 2000, and re-elected in 2003 for a second term. He provided strong and effective leadership for the construction unions over the last four and a half years. Prior to that, Stan has worked in the roofing industry for 14 years from 1981 to 1994. In April 1994 he was elected Business Manager of Roofers and Waterproofers Local 40 in San Francisco and served for six years. During his tenure as manager he also served as a trustee for the Roofers Health and Welfare Fund, the Pacific Coast Roofers Pension Trust Fund, the Vacation Trust and the Apprenticeship Committee Trust Fund.

Shared Governance Review: No

RECOMMENDATION:

WHEREAS, Stanley E. Warren believed intensely in the value of education and training, worked particularly hard to improve the local's apprenticeship program and to strengthen the continuing education of its Journeyman, and

WHEREAS, his strong support of education and training lead to the development of a collaborative relationship between Building and Construction Trades Apprenticeship Programs and City College's Apprenticeship, construction and trade skills training programs as well as

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the Labor and Community Studies, and WHEREAS, Stan, as he was fondly called, worked tirelessly to empower the new Hispanic members in his local. He worked on a pilot program for bi-lingual instruction of apprentices which resulted in the establishment of English and Spanish courses for the Spanish-speaking apprentices at the College's Evans and John Adams campuses, and

WHEREAS, he built labor-based coalition with the larger community to secure a more powerful voice in civic affairs for union members. To that end he worked as a member of the Employment Committee of the San Francisco Human Rights Commission. He also served for many years as a Director of the Instituto Laboral De La Raza in the Mission district, and

WHEREAS, Stan negotiated agreements with local public agencies for the employment of union workers including a project labor agreement with City College; and

WHEREAS, Mr. Warren will be remembered as a leader who represented the highest ideals of the trade union movement,

THEREFORE BE IT RESOLVED: That the members of the Board of Trustees extend their heartfelt condolences to Stan's wife, Geri, and his sons, Trent, Spencer, and Gage; and establish a City College of San Francisco scholarship in his name for deserving students in the College's Labor and Community Studies division.

Originators: Dr. Anita Grier
Dr. Natalie Berg
Rodel E. Rodis



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005

W1

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

Subject: REAL ESTATE
Authorization to Negotiate and Enter into Agreement
Regarding Purchase of Property for Chinatown Campus
Total price not to exceed \$6.85 million
(Resolution No. 050324-W1)

BACKGROUND INFORMATION:

On July 21, 1998, the San Francisco Community College District Board of Trustees approved the development of a permanent new Chinatown/North Beach Campus on Columbus and Washington Avenues, and adopted an environmental impact report pursuant to the California Environmental Quality Act (CEQA). The location of the campus site is on lot 4 (the historic Colombo Building), lot 5, and lot 12 (the residential Fong Building) (See attached map). Based on the cost estimates for construction of the campus and rehabilitation of the Colombo Building, staff has determined that construction of the Chinatown/North Beach Campus is prohibitively expensive as designed, and therefore has been exploring alternatives for the Chinatown/North Beach Campus.

In late 2004, the owner of lot 10 (which currently contains no structures) offered the lot for sale. The College is considering relocating a portion of the North Beach/Chinatown Campus to lot 10. Lot 10 has been appraised at a price between \$5,000,000 and \$8,000,000 depending on the number of units a developer can construct.

The commission to the real estate broker will be paid by the District and will not exceed \$250,000. The purchase of lot 10 will occur at a price not to exceed \$6,600,000 and is part of a larger package which includes the exchange of lots 4 and 12 for lot 9 plus cash. Up to \$4,000,000 for the purchase of lot 10 will come from the 2001 Bond Fund with the rest of the money coming from the cash to the District as a result of the exchange of lots 4 and 12 for lot 9.

It is the intent of the District to close all of these real estate transactions simultaneously.

Given the real estate market in San Francisco, the existence of other interested buyers, and the timing constraints of Owner, the College must move forward with negotiations for this property in order to further consider the option of relocating the Chinatown/North Beach campus.

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RECOMMENDATION:

RESOLVED: That authorization is hereby given to negotiate and enter into an agreement with Owner for the purchase of lot 10 for a price not to exceed \$6,600,000; and a commission to be paid by the district to the real estate broker not to exceed \$250,000, and

FURTHER BE IT RESOLVED: Prior to approving any relocation of any portion of the Chinatown/North Beach Campus, or to approving any change in the use of lot 10, the College shall reevaluate the environmental impact report prepared for the Chinatown/North Beach Campus and shall conduct any necessary environmental review required by CEQA; and

FURTHER BE IT RESOLVED: That the Chancellor, Vice Chancellor of Finance and Administration and/or their designees are hereby authorized to execute any and all documents on behalf of the College to effectuate this resolution.



CITY COLLEGE OF SAN FRANCISCO

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INFORMATION REPORT
NO ACTION NECESSARY

DATE: March 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

**Subject: Chancellor's Report
Academic Employees
Acceptance of Resignation
with the Intent to Retire
(050324 – RPT)**

The following academic employees have submitted, and the Chancellor has accepted, their resignations pursuant to Governing Board Resolution No. 910228-S7.

<u>NAME</u>	<u>STATUS</u>	<u>DEPARTMENT</u>	<u>CAMPUS</u>	<u>EFFECTIVE COB DATE</u>
Estupinian, Joseph R.	Full-time	Auto/Trade Skills	Evans	05/27/05
Proulx, Gregory	Full-time	Learning Assistance	Ocean	05/27/05

The following part-time academic employees have notified us of their intention to resign, and the Chancellor has accepted, their resignations pursuant to Governing Board Resolution No. 910228-S7.

<u>NAME</u>	<u>STATUS</u>	<u>DEPARTMENT</u>	<u>CAMPUS</u>	<u>EFFECTIVE COB DATE</u>
Ashton, Mary E.	Part-time	Biology	Ocean	10/29/04
Hill, Roger W.	Part-time	Biology	Ocean	12/21/04

Originator: Clara Starr



Subscription Office:
535 North Dearborn Street, Chicago, Ill.

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FOR INFORMATION ONLY

Honorable Board of Trustees of the
San Francisco Community City College District

Subject: Report on contract activity March 2005, City College of San Francisco

This report is for information only on contract activity, February and March 2005,
City College of San Francisco.

Contracts involving less than \$50,000:

UNITE HERE Local 2 – Contract total \$5,000, term February 15, 2005 to March 18, 2005, for
providing a 40-hour training session for Airport Snack Bar Attendants.

Originator: Judy Teng

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FOR INFORMATION ONLY

Honorable Board of Trustees of the San Francisco Community City College District

Subject: Report on contract activity from February 25, 2005 – March 24, 2005, City College of San Francisco.

This report is for information only on City College of San Francisco contract activity, February 25, 2005 – March 24, 2005.

Grants involving greater than \$500,000 and less than a \$50,000 cash match:

None.

Grants involving less than \$500,000 and less than a \$50,000 cash match:

Kanbar Philanthropic Fund - In February 2005, the CCSF Foundation received funds in the amount of \$50,000 from the Kanbar Philanthropic Fund, a donor-advised fund of the Jewish Community Endowment Fund. The Foundation has since transferred those funds to the CCSF District Office for the purpose of supporting basic skills efforts. These funds do not have a specific funding period and will be available upon transfer and until fully expended.

Kathleen Alioto, Originator

Kanbar Philanthropic Fund – In January 2005, the Kanbar Philanthropic Fund donated \$100,000 to the CCSF Foundation for the purpose of creating the first CCSF Alumni Database. The Foundation has since transferred those funds to the CCSF District Office. These funds do not have a specific funding period and will be available upon transfer and until fully expended.

Kathleen Alioto, Originator

Louise and Claude Rosenberg, Jr. – Louise and Claude Rosenberg, Jr., have donated \$250,000 to the CCSF Foundation to support night and weekend hours and technology upgrades at the library. The Foundation has since transferred those funds to the CCSF District Office. These funds do not have a specific funding period and will be available upon transfer and until fully expended.

Kathleen Alioto, Originator

Maryon Davies Lewis – Maryon Davies Lewis has donated \$10,000 to the CCSF Foundation to support Autism Caregiver Training. The Foundation has since transferred those funds to the

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VERONICA LAWRENCE, STUDENT TRUSTEE • DR. PHILIP R. DAY, JR., CHANCELLOR

CCSF District Office. These funds do not have a specific funding period and will be available upon transfer and until fully expended.

Kathleen Alioto, Originator

Family and Consumer Sciences Statewide Discipline/Industry Collaborative – The CCSF Fashion Department is eligible to receive funds for “Getting The Word Out: The Fashion Designer’s Presskit.” The award specifies that the grant be used for promoting the designs of CCSF fashion design students through the creation of a personalized presskit for each student. The photography department will partner with the fashion department in this venture by photographing the student designs on professional models. The presskit is the accepted industry standard for generating publicity. The award is in the amount not to exceed \$5,000 for the period of December 1, 2004 through June 30, 2005.

Phyllis McGuire, Originator

Grant-Funded Contracts involving less than \$50,000:

None.

Grant-Funded Contracts involving more than \$50,000:

None.



CITY COLLEGE OF SAN FRANCISCO

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • 415. 239.3000

DATE: March 24, 2005
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr., Chancellor

**FOR INFORMATION ONLY
NO ACTION NECESSARY**

Subject: CAPITAL OUTLAY
Report on construction contracts under \$15,000, and
construction related professional services under \$10,000
Office of Facilities Planning, City College of San Francisco
(050324-FIO)

BACKGROUND INFORMATION:

This report is for information only as authorized by Resolution 000525-B5 regarding construction contracts that are no more than \$15,000, and Resolution No. 000622-S3 regarding construction related professional services that are no more than \$10,000 and to be reviewed by Board Trustees as required by the Education Code Section 81656.

1. **Livco Heating & Sheet Metal, Inc. (SLBE)** – Evans Campus – HVAC System and Thermostats. Check and balance all HVAC units and thermostats that include replacing filters, calibrating, programming and setting each thermostat. Install locking covers around thermostats and relocate one thermostat from Room-107 to Room-101. Contract Order, \$12,000.00, funded by 2001 General Obligation Bond Fund.
2. **Vertrans Elevator Company (Non-SLBE)** – Evans Campus – Elevator Up-Grade. Upgrade and make all changes to existing controller to comply with current fire codes that include all software and wiring changes. Modify the existing operating panel to accommodate a new key switch, fire jewel and call cancel button. Contract Order, \$8,310.00, funded by 2001 General Obligation Bond Fund.
3. **Telamon Engineering Consultants, Inc. (SLBE)** – Ocean Avenue Campus – New Child Development Center. Additional survey work along Judson for coordination of new entrance to parking lot F. Contractor Order, \$3,800, funded by 1997 General Obligation Bond Fund.
4. **Bayview Environmental Services, Inc. (non-SLBE)** – John Adams Campus: Exterior Windows Asbestos Abatement and Replacement – Provide labor, material and equipment necessary to remove asbestos containing putty and associated damaged windows. Contract Order, \$9,645.00, funded by 2001 General Obligation Bond Fund.
5. **Lawson Drayage, Inc (Non-SLBE)** – Mission Campus – Relocation of print shop to 375 Alabama – Base contract is \$11,960. The work needs to be done on a Saturday. \$2,500 will be added to this contract for Saturday work at overtime rates.
6. **Pacific Signaling System, Inc. (Non-SLBE)** – Evans Campus: Duct Smoke Detectors – Install (24) duct smoke detectors per code on the existing supply duct. Contract Order, \$7,200.00, funded by 2001 General Obligation Bond Fund. Required by DSA before final testing and commissioning of the system.

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Originator: Peter Goldstein
w/ James Blomquist

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[The following text is extremely faint and illegible due to the quality of the scan. It appears to be a multi-paragraph document with various headings and sub-sections.]

